AMERICAN CORRECTIONAL ASSOCIATION

A1305-5

Vital Statistics in Corrections

- **AGENCY PROFILES**
  Budgets & Services
- **PERSONNEL**
  Compensation & Benefits
- **THE CORRECTIONAL OFFICER**
  Education, Training & Pay
- **STATISTICS**
  Populations, etc.

1986

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FOREWORD

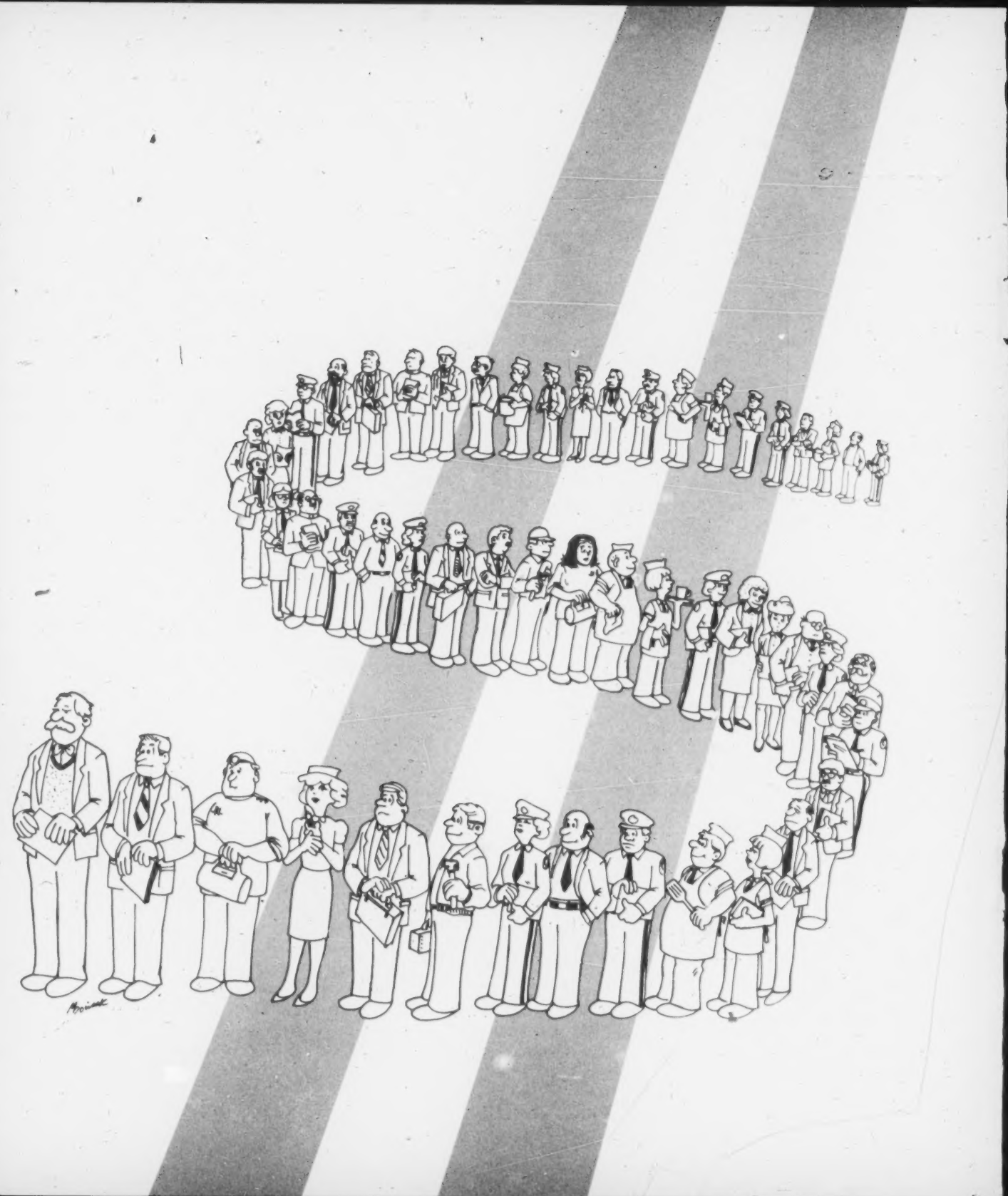
The American Correctional Association receives hundreds of requests for information every working day. In the past decade, the number of offenders in custody has increased dramatically along with the number of correctional personnel. The demand for timely, accurate information has also grown. This publication will help answer some of the questions most frequently asked by the public and by criminal justice practitioners.

Vital Statistics in Corrrections, the only comprehensive source of information available concerning salaries in corrections, was first published in 1979 (as *Correctional Personnel Compensation & Benefits*) and again in 1982 and 84. In some instances, data from these points in time are compared. Information for this issue was provided as of January 1, 1986.

Many aspects of corrections are explored and statistics are provided including institutional populations, jurisdictions under court order and the death penalty. The most important thrust of *Vital Statistics*, however, relates to correctional administrators and staff — their pay, fringe benefits, education and training. For instance, nearly all states require preservice class attendance and training for correctional officers. Fourteen of 49 responding jurisdictions offer 17 or more weeks of training. (The old days of giving a new officer a uniform and a night stick and showing him to his duty station are long gone.)

Chiefs of adult correctional departments generally earn more than their counterparts in juvenile and community programs. Following general inflationary trends since 1973, the increase in the median salary for correctional administrators is 138.7% compared to a 151% increase in prices over the same period. Fringe benefits such as disability insurance and liability coverage are by no means universal in the correctional field.

These and many other interesting vital statistics will be found in the pages that follow.



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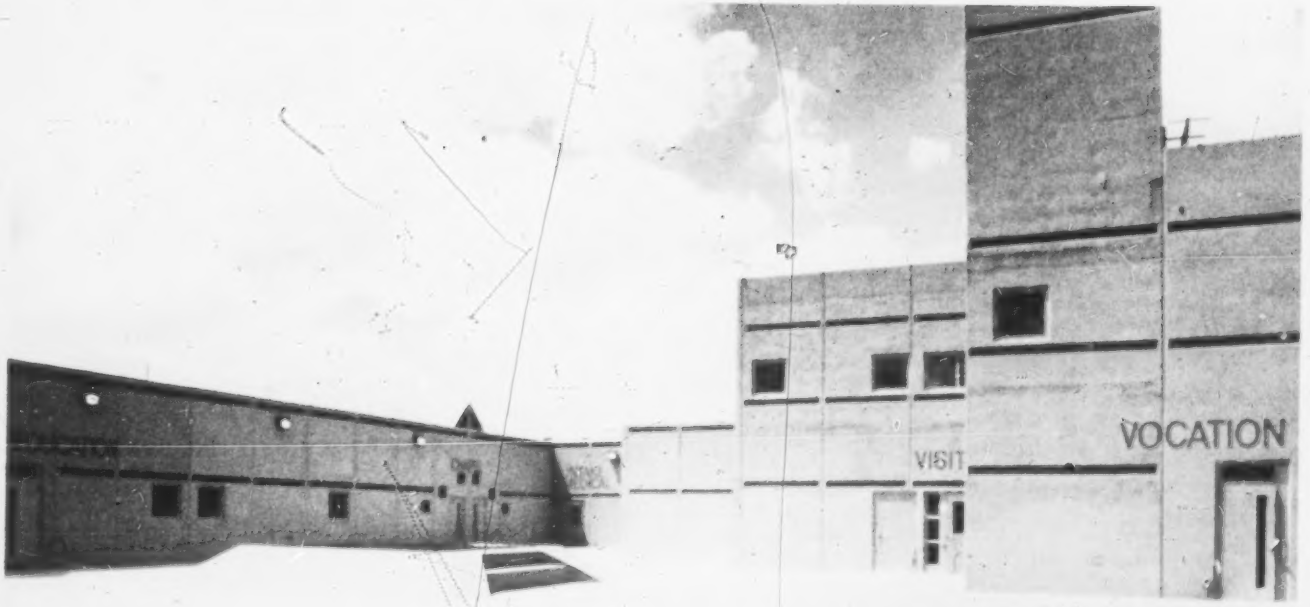
SECTION I

AGENCY PROFILES
Budgets & Services



Town center cluster which includes a medical facility, gymnasium, visiting rooms, industries, barbershop, canteen and central administration.

North Facility of the Penitentiary of New Mexico at Santa Fe

Photo by Robert Reck

CORRECTIONAL DEPARTMENTS
OPERATING AND CAPITAL EXPENDITURES BUDGETS

(In millions as of June 30, 1985)

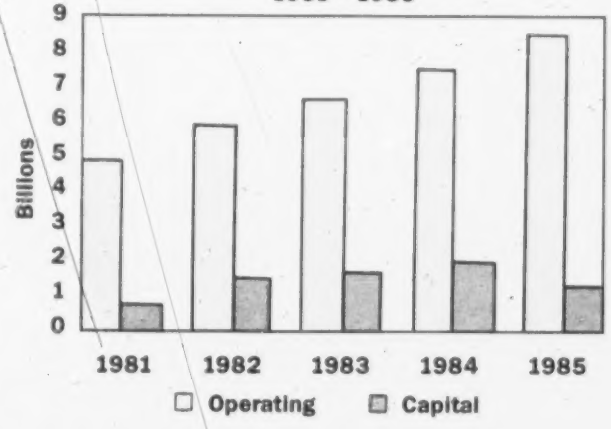
State	ADULT		JUVENILE	
	Adult Operating	Adult Capital	Juvenile Operating	Juvenile Capital
AL	102.5	9.5	14.3	0.0
AK	74.5	0.5	12.5	2.0
AZ	179.4*	4.5*	*	
AR	38.3	13.1	—	
CA	872.8	14.7	275.3	4.7
CO	64.9	16.4	23.5	4.2
CT	95.0	9.9	7.1	0.4
DE	46.8	2.9	6.7	0.0
FL	347.6	10.9	80.5	—
GA	219.4	24.6	47.7	0.4
HI	34.0*	15.7*	*	
ID	16.9	0.8	5.2	0.1
IL	375.7*	110.0*	*	
IN	147.1*	29.8*	*	
IA	72.6	0.5	5.1	0.0
KS	61.2	7.9	13.0	0.3
KY	77.7	1.1	1.2[B]	0.9
LA	201.4	43.9	40.7	1.0
ME	35.2*	10.9*	*	
MD	412.8	13.2	68.5	0.3
MA	116.5	50.6	42.7	—
MI	296.7	32.0	34.9	0.0
MN	85.5*	3.4*	*	
MS	48.2	0.0	9.9	0.0
MO	111.7	74.5	12.3	5.8
MT	23.7*	8.2*[B]	*	
NE	36.6*	1.0	*	
NV	36.6	10.1	5.5	—
NH	13.9	4.3	7.0	1.3
NJ	247.1*	70.4	*	
NM	75.9*	0.4*	*	
NY	713.7	79.8	118.2	4.0
NC	215.3	3.6	33.5	2.6
ND	5.4*[B]	0.1	*	
OH	212.2	14.8	85.8	9.4
OK	111.4	3.5	1.2	0.0
OR	78.7	0.7	15.3[B]	0.0
PA	186.2	9.1	29.4	0.5
RI	30.7	30.0	8.2	0.0
SC	111.0	38.2	26.0	0.9
SD	13.5*	0.4*	*	
TN	170.4*	6.3*	*	
TX	338.6	170.2	23.1[B]	7.4
UT	42.6	0.2	12.1	0.6
VT	15.5	0.1	—	
VA	260.7*	20.0*	*	
WA	142.9[B]	106.3	34.3[B]	7.2
WV	24.9*	2.0	—	
WI	145.7*	140.1*	*	
WY	15.9*	5.9*	*	

* Departments responsible for adult and juvenile populations
— No response received
B Biennial budget halved

Of every justice dollar, 54¢ was spent on police protection, 21¢ on the courts and other legal activities, and 26¢ on prisons and other correctional costs.
Less than 1¢ of every dollar spent by the federal, state, and local governments went into operation of the nation's correctional system, including jails, prisons, probation, and parole.

Source: *BJS Justice expenditure and employment, 1982*

STATE CORRECTIONS' BUDGETS
1981 - 1985



NUMBER OF STAFF

FULL TIME STAFF	1-19	20-99	100-199	200-499	500-999	1,000-1,999	2,000-4,999	5,000 9,999	10,000 & Over
	Percent of Respondents								
Corrections Division Adult or Adult/Juv.	0	0	2.0	6.0	10.0	24.0	30.0	18.0	10.0
Corrections Division Juvenile	0	0	6.2	43.7	25.0	21.9	3.2	0	0
Pardons and Parole Boards	0	23.5	41.1	11.8	5.9	11.8	5.9	0	0
Adult and/or Juvenile Probation & Parole Departments	0	22.2	22.2	22.2	33.3	0	0	0	0

CONTRACT STAFF	0	1-19	20-49	50-99	100-199	200 & Over
	Percent of Respondents					
Corrections Division Adult or Adult/Juv.	20.8	27.1	25.0	8.3	4.2	14.6
Corrections Division Juvenile	43.8	15.6	12.5	12.5	6.2	9.4
Pardons and Parole Boards	100.0	0	0	0	0	0
Adult and/or Juvenile Probation & Parole Departments	87.5	12.5	0	0	0	0

STAFF PROVIDED BY OTHER STATE AGENCIES	0	1-19	20-49	50-99	100-199	200 & Over
	Percent of Respondents					
Corrections Division Adult or Adult/Juvenile	37.5	39.6	10.4	2.1	0	10.4
Corrections Division Juvenile	40.6	37.5	15.6	0	6.2	0
Pardons and Parole Boards	78.6	14.3	0	0	7.1	0
Adult and/or Juvenile Probation & Parole Departments	100.0	0	0	0	0	0

Are correctional employees represented by a union or employee association?

Percent	
57.4	Yes
40.7	No
1.9	No response

25 respondents reported representation by a State Employees Association and 25 also reported representation by the Association of State, County, and Municipal Employees (AFSCME).

PERSONNEL IN ADULT AND JUVENILE SYSTEMS

(as of June 30, 1985)

State	ADULT SYSTEM									JUVENILE SYSTEM								
	Total No. of Employees	White		Black		Hispanic		All Others		Total No. of Employees	White		Black		Hispanic		All Others	
		Male	Fem	Male	Fem	Male	Fem	Male	Fem		Male	Fem	Male	Fem	Male	Fem	Male	Fem
AL	2,503	1,263	302	765	165			7	1	405	95	88	143	77		1		1
AK	1,082	615	295	53	15	15	7	48	34	1,131	620	171	33	20	8	2	277†	
AZ	3,859	2,190	780	195	74	461	104	48	7	*								
AR	1,453	562	187	526	175	2	1			334	80	84	96	74				
CA	13,431	6,224	2,155	1,589	827	1,480	487	443	226	3,749	1,296	707	578	291	482	180	127	88
CO	1,273	829	233	53	10	90	23	31	4	543	210	150	55	31	65	24	5	3
CT	2,406	1,511	315	360	65	116	16	19	4	267	118	83	39	17	6	2	1	1
DE	1,219	626	193	300	75	9	3	11	2	186								
FL	10,912	6,191	2,287	1,265	846	158	78	70	17	1,101	442†		629†		21†		95	
GA	6,305	3,173	1,320	1,231	549	17	5	8	2	1,631	474	381	369	398	1		5	3
HI	945									*								
ID	463	344	100	4		8	2	5		158	102	53					1	2
IL	9,532	5,803	1,847	1,238	453	98	19	63	15	*								
IN	3,909	2,346	874	418	248	13	2	7	1	*								
IA	1,766	1,314	360	41	14	16	5	11	5	207	138	64	2		3			
KS	1,496	977	314	86	41	21	11	27	19	458	157	177	79	33	5	2	3	2
KY	1,926	1,713	63	87	57	2		4		739	330	295	61	53				
LA	5,729	2,638	1,174	1,249	617	11	1	30	9	*								
ME	933	721	206	3		1		2		*								
MD	7,478	3,916	1,118	1,524	872	13	5	20	10	1,734								
MA	3,480	2,413	682	204	83	59	16	19	4	588	300	146	81	29	17	8	7	
MI	6,692	3,898	1,360	707	528	47	27	98	27	735	340	184	135	57	8	4	6	1
MN	1,914	1,338	462	55	6	12	2	24	15	*								
MS	1,640	458	237	697	236	3	1	5	3	529	107	134	174	114				
MO	3,213	2,051	927	130	93	4	1	4	3	436	187	167	40	39	1	1		1
MT	464	356	100			3		4	1	*								
NE	1,275	824	338	63	25	14		8	3	*								
NV	865	587	155	49	29	24	3	16	2	121	76	31	1		4	3	6	
NH	398	301	94	2	1					190								
NJ	6,975	3,680	1,133	1,470	458	145	50	31	8	*								
NM	2,020	434	187	34	12	791	252	290	20	*								
NY	19,158	13,016	3,002	1,773	704	519	100	32	12	2,915	1,085	646	707	303	114	40	14	6
NC	7,594	4,503	991	1,598	400			84	18	812	218	210	226	154			2	2
ND	157	132	23					2		13	10	3						
OH	5,204	3,504	956	503	193	17	6	18	7	1,668	431	431	412	373	8	6	3	4
OK	3,343	1,866	932	197	177	12	6	106	47	1,737	468	865	141	212	2	2	24	23
OR	1,363	873	340	32	19	27	16	35	21	471	300	143	5	3	12	8	5	
PA	3,860	2,938	548	264	83	15	1	9	2	697								
RI	796	642	107	32	3	6	1	4	1	264								
SC	3,051	1,217	548	920	329			30	7	922	185	261	230	243	1		2	
SD	320	232	78	1	1			7	1	*								
TN	4,833	3,794†		1,015†		5†		19†		*								
TX	11,430	6,079	2,067	1,744	558	804	98	64	16	1,477	444	418	285	198	68	60	3	1
UT	866	568	223	15	6	28	11	14	1	224	116	74	11	2	13	1	4	3
VT	513	309	201	3						136	65	70	1					
VA	7,770	3,444	1,611	1,826	822	31	17	13	6	*								
WA	3,738	2,292	941	223	46	83	25	77	51	701	641†		28†		12†		20†	
WV	757	538	201	6	12					*								
WI	3,366	2,185	949	80	72	28	8	31	13	*								
WY	403	250	131			17	3	1	1	*								
TOTALS	186,078	107,678	33,643	24,630	9,999	5,225	1,413	1,899	646	27,279	9,035	6,036	4,561	2,721	851	339	524	141

Notes:

†Male/Female totals combined.
*Combined adult and juvenile departments.
**Combined totals of all races.
FL, UT, VT—Data as of June 30, 1984
SC—Includes Hispanic personnel

POSITIONS OF CORRECTION DEPARTMENTS IN STATE GOVERNMENTS

(as of June 30, 1985)

STATE	DOC (A&J)	DOC (A)	DHS (A&J)	DHS (A)	DHS (J)	DYS (J)	COMMENT AND DATE OF CHANGE
AL		X				X	(B) abolished by court 1979
AK		X			X		(J) & (A) separated in (1981); (A) made independent in 1983
AZ	X						from independent board 1969
AR		X(B)			X		department created 1968
CA	X						changed from DHS agency in 1980
CO		X			X		(A) changed from DHS agency in 1977
CT		X				X	
DE		X				X	(A) and (J) changed from DHS agency 1975; (J) changed from DOC in 1984
FL		X			X		(A) changed from DHS agency in 1976
GA		X(B)			X		department created 1972; name changed to DOC 1985
HI			X				
ID		X(B)			X		
IL	X						from DPS 1970
IN	X						separated from DHS 1953
IA		X(B)			X		created DHS, 1968; DOC created 1983
KS		X			X		(A) changed from DHS agency in 1977
KY		X			X		changed from DPS (1981); changed to Corrections Cabinet 1982
LA	X						reorganized 1984, 1985
ME	X						changed from mental hlth & corr 1981
MD		X**			X		from independent agency 1970
MA				X	X		
MI		X(B)			X		department created 1953
MN	X						
MS		X(B)				X	changed to department status 1976
MO		X			X		(A) changed from DHS agency in 1981
MT	X						department of institutions created 1975
NE	X						Dept of Corrections and Human Resources 1982
NV		X			X		
NH		X			X		DOC established 1983
NJ	X						created from a division of DHS 1976
NM	X(B)						changed from DPS 1980
NY		X				X	
NC		X			X		
ND			X				
OH		X				X	created from dept of mental hlth & corr 1971
OK		X(B)			X		
OR			X				established DHS 1971
PA		X			X		changed from dept of justice 1980; DOC created 1984
RI		X				X	juvenile changed to separate dept 1980
SC		X(B)				X(B)	DYS merged with placement & aftercare 1981
SD	X(B)						separated from DHS agency in 1977
TN	X						
TX		X(B)				X(B)	
UT		X				X	reorganized 1983
VT				X	X		
VA	X						
WA		X			X		adult changed from DHS agency in 1981
WV	X						
WI			X				
WY			X(B)				
TOTALS	16	28	4	2	20	10	

KEY: (Abbreviations are in generic form. Refer to directory listing for specific titles.)
DOC—Department of Corrections
DHS—Department of Human Services or similar umbrella agency
DYS—Department of Youth Services
(A)—Adult
(J)—Juvenile
(B)—Administrative Board
**Dept of Public Safety & Corr Svcs

PROVIDERS OF ADULT AND JUVENILE PROBATION/PAROLE/AFTERCARE SERVICES

(as of June 30, 1985)

STATE	ADULT PAROLING AUTHORITIES	ADULT PAROLE SERVICES	ADULT PROBATION SERVICES	JUVENILE PAROLE/AFTERCARE SERVICES	JUVENILE PROBATION SERVICES
AL	Bd of Pardons & Paroles	Bd of Pardons & Paroles	Bd of Pardons & Paroles	Co Courts	Dept of Youth Svcs ($ only) and Co Courts
AK	Bd of Parole	Dept of Corrections	Dept of Corrections	does not have parole	DHSS/Div of Family & Youth Svcs
AZ	Bd of Pardons & Paroles	DOC/Ad Comm Svcs Div	Co Depts	DOC/Juv Svcs Div	Co Depts
AR	Bd of Pardons & Paroles	DOC/Div of Pardons & Paroles	Ad Prob Commission	Co Depts	Co Depts
CA	Bd of Prison Terms	DOC/Parole & Comm Svcs Div	Co Depts	Dept of the Youth Authority	Co Depts
CO	Bd of Parole	DOC/Div of Comm Svcs	Judicial Districts	DOI/Div of Youth Svcs	Judicial Districts
CT	Bd of Parole	DOC/Div of Parole	Dept of Ad Prob	Dept of Children & Youth Svcs	Superior Court/Family Div
DE	Bd of Parole	DOC/Div of Comm Svcs	DOC/Div of Comm Svcs	DSCYF/Div of Youth Rehab Svcs	DSCYF/Div of Youth Rehab Svcs
DC	Bd of Parole	DOC/Parole Div	DC Superior Ct/Social Svcs Div	DHS/Youth Svcs Admin	DC Superior Ct/Social Svcs Div
FL	Parole & Prob Commission	Dept of Corrections	Dept of Corrections	DHRS/Children, Youth & Families Prog Office	DHRS/Children, Youth & Families Prog Office
GA	Bd of Pardons & Parole	Bd of Pardons & Parole	DOC/Prob Div	DHR/Div of Youth Svcs	DHR/Div of Youth Svcs and Co Courts
HI	Paroling Authority	Paroling Authority	Judicial Districts	Youth Corr Facility	Judicial Districts
ID	Commission for Pardons & Parole	DOC/Div of Field & Comm Svcs	DOC/Div of Field and Comm Svcs	Dept of Health & Welfare	Dept of Health & Welfare and Co Courts
IL	Prisoner Review Bd	DOC/Comm Svcs Div	Judicial Circuits	DOC/Juv Div	Judicial Circuits
IN	Parole Bd	DOC/Parole Svcs Section	Co Courts	DOC/Parole Svcs Section	Co Courts
IA	Bd of Parole	DOC/Div of Comm Corr Svcs	DOC/Div of Comm Corr Svcs	DHS/Bur of Ad, Children & Family Svcs	Judicial Districts
KS	Ad Parole Authority	DOC/Parole Svcs	Judicial Districts	DSRS/Youth Svcs	Judicial Districts
KY	Parole Bd	CC/Dept of Comm Svcs & Facilities	CC/Dept of Comm Svcs & Facilities	CHR/DSS/Div for Field Svcs	CHR/DSS/Div for Field Svcs
LA	Bd of Parole	DPSC/Div of Prob & Parole	DPSC/Div of Prob & Parole	DPSC/Youth Svcs	DPSC/Youth Svcs
ME	Parole Bd	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole
MD	Parole Commission	DPSCS/Div of Parole & Prob	DPSCS/Div of Parole & Prob	DHMH/Juv Svcs Admin	DHMH/Juv Svcs Admin
MA	Parole Bd	Parole Bd	Office of the Commissioner of Prob	DYS/Bur of Community Svcs	Office of the Commissioner of Prob
MI	Parole Bd	DOC/Bur of Field Svcs	DOC/Bur of Field Svcs and District Courts	DSS/Office of Children & Youth Svcs and Co Courts	DSS/Office of Children & Youth Svcs and Co Courts
MN	DOC/Office of Ad Release	DOC/Comm Svcs and Co Courts or CCA Depts	DOC/Comm Svcs and Co Courts or CCA Depts	Co Courts or CCA Depts	Co Courts or CCA Depts
MS	Parole Bd	DOC/Comm Svcs Div	DOC/Comm Svcs Div	DYS/Comm Svcs Div	DYS/Comm Svcs Div
MO	Bd of Prob & Parole	Bd of Prob & Parole	Bd of Prob & Parole	DSS/Div of Youth Svcs and Judicial Circuits	Judicial Circuits
MT	Bd of Pardons	CD/Comm Corr Bur	CD/Comm Corr Bur	CD/Comm Corr Bur	Judicial Districts
NE	Bd of Parole	DCS/Ad Parole Admin	State Prob Admin	DCS/Juv Parole Admin	State Prob Admin
NV	Bd of Parole Commissioners	Dept of Parole & Prob	Dept of Parole & Prob	DHR/YSD/Youth Parole Bur	Judicial Districts
NH	Bd of Parole	DOC/Div of Field Svcs	DOC/Div of Field Svcs and District Courts	DHW/DCYS/Bur of Residential Svcs	DOC/Div of Field Svcs and District Courts
NJ	Parole Bd	DOC/Bur of Parole	The Judiciary/Prob Div	DOC/Bur of Parole	The Judiciary/Prob Div
NM	Parole Bd	CD/Field Svcs Div	CD/Field Svcs Div	CD/Field Svcs Div	Judicial Districts
NY	Bd of Parole	Div of Parole	Div of Prob & Corr Alt/Co Courts	Div for Youth	Div of Prob & Corr Alt/Co Courts
NC	Parole Commission	DOC/Div of Ad Prob & Parole	DOC/Div of Ad Prob & Parole	Admin Office of the Courts/Juv Svcs Div	Admin Office of the Courts/Juv Svcs Div
ND	Parole Bd	Parole & Prob Dept	Parole & Prob Dept	DHS/Children & Families Svcs Div	DHS/Children & Families Svcs Div and Supreme Courts
OH	Ad Parole Authority	DRC/Div of Parole & Comm Svcs	DRC/Div of Parole & Comm Svcs and Co Courts	Dept of Youth Svcs	Co Courts
OK	Pardon & Parole Bd	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DHS/Div of Children & Youth Svcs	DHS/Div of Children & Youth Svcs, Counties (3)
OR	Bd of Parole	Non-CCA: CD/Field Svcs and CCA: Co Courts	Non-CCA: CD/Field Svcs and CCA: Co Courts	DHR/Children's Svcs Div	Co Courts
PA*	Bd of Prob & Parole and Co Courts	Bd of Prob & Parole and Co Courts	Bd of Prob & Parole and Co Courts	Co Courts	Co Courts
RI	Parole Bd	DOC/Div of Field Svcs	DOC/Div of Field Svcs	DCTF/Div of Juv Corr Svcs	DCTF/Div of Juv Corr Svcs
SC	Parole & Comm Corr Bd	Dept of Parole & Comm Corr	Dept of Parole & Comm Corr	Dept of Youth Svcs	Dept of Youth Svcs
SD	Bd of Pardons & Paroles	BCC/Office of Correctional Svcs	Unified Judicial System/Court Svcs Dept	BCC/Office of Correctional Svcs	Unified Judicial System/Court Svcs Dept
TN	Bd of Paroles	BP/Parole Field Svcs	DOC/Div of Prob	DOC/Div of Prob	DOC/Div of Prob
TX	Bd of Pardons & Paroles	BPP/Div of Par Supv	Ad Prob Commission	TX Youth Commission	Co Depts
UT	Bd of Pardons	DOC/Field Operations Div	DOC/Field Operations Div	DSS/Div of Youth Corr	Juv Court
VT	Bd of Parole	DOC/Div of Prob & Parole Svcs	DOC/Div of Prob & Parole Svcs	DSRS/Div of Social Svcs	DSRS/Div of Social Svcs
VA	Parole Bd	DOC/Div of Ad Comm Corr	DOC/Div of Ad Comm Corr	DOC/Div of Youth Svcs	DOC/Div of Youth Svcs
WA	Bd of Prison Terms & Paroles	DOC/Div of Comm Svcs	DOC/Div of Comm Svcs and Co Courts	Div of Juv Rehab	Co Courts
WV	Bd of Prob & Parole	Dept of Corrections	Dept of Corrections and Judicial Circuits	DOC (compact) and Dept of Human Svcs**	DOC (compact), DHS and Judicial Circuits
WI	Parole Bd	DOC/Bur of Comm Corr	DOC/Bur of Comm Corr	DOC/Bur of Juv Svcs and Co Social Svcs Depts	Co Social Svcs Depts
WY	Bd of Parole	Dept of Prob & Parole	Dept of Prob & Parole	Dept of Prob & Parole	Dept of Prob & Parole
US	Parole Commission	US District Courts	US District Courts		

NOTES

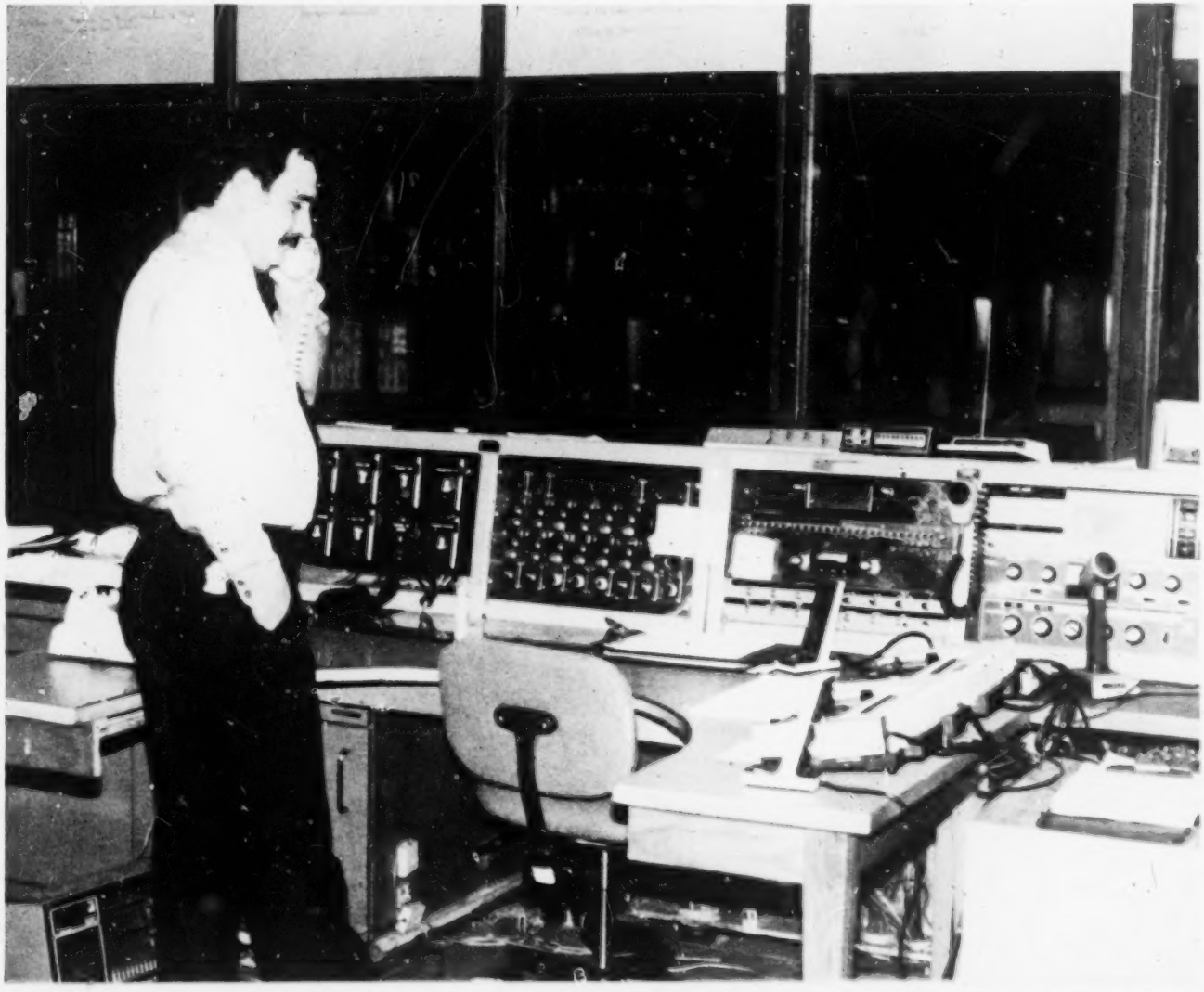
*The Bd of Prob and Parole handles ad svcs when the sentence is over 2 yrs; the Co Courts provide when sentence is 2 yrs or less.

**Under WV statute, parole is considered probation.

The following states have one or more independent county, municipal or city departments: CO, GA, IN, KS, KY, LA, MO, NE, NY, OK, TN, WY.

SECTION II

PERSONNEL
Compensation & Benefits



Control Center *Missouri Eastern Correctional Center*

The comparison of salary and benefits of the various states in relation to staff size and program responsibility is a difficult if not impossible task. The diverse structures of state correctional departments simply are not easy to compare even when people hold the same job title.

For instance, one director of corrections may have responsibility for adult, juvenile, field, and institutional programs while another director may be responsible only for adult services. The number of persons under supervision varies as well as the number of employees.

Traditional and comparable pay with other departments within the various state governments play an important role in salary determination. So far, there has been no nationwide determination as to what constitutes an adequate salary schedule. Therefore, the wide variations in responsibility and salary allocation must be interpreted very carefully.

Highlights of ACA Membership. . .

The Membership Information Status Report (MIS) provides the Association with especially valuable information. For instance, did you know that correctional officers in many states are currently paid considerably less than law enforcement officers or other personnel in their state's criminal justice system?

Here are some facts. . .

- The lowest-paid salary for entry-level correctional officers is $10,837 in the adult system, $10,200 in the juvenile system. The highest salary reported is $30,024 for adult departments and $24,972 for juvenile.
- In the *13 Western states*, the lowest-paid entry-level salary is $13,203, only five Western states pay their entry-level correctional officers a starting salary of more than $17,000.
- In the *13 Central states*, the starting salary for entry-level correctional officers is less than $12,500 in two states; seven states pay less than $13,000; none pays more than $18,500.
- In the *13 Southern states*, three states pay less than $12,000 for starting salaries for entry-level correctional officers; eight states pay less than $14,000; no state pays a starting salary of more than $17,000.
- In the *5 Middle Atlantic states*, two states pay less than $14,500 and two states pay more than $17,000 as a starting salary or entry-level correctional officers.
- In the *6 New England states*, one state pays less than $11,000, and two states pay more than $19,000 as starting salaries for their entry-level correctional officers.

Sorting out the responses from the female membership revealed the following. . .

- Women make up 24.8% of ACA's general individual membership.
- 65.4% of the female members responding earn salaries between $15,000 and $30,000.
- 30.9% of the women are in correctional officer/manager jobs.
- 57.8% have 4 to 15 years experience.
- 72.3% have a bachelors degree or higher.
- 36.2% have a masters degree or higher.
- The median age of our female members is 39.

The diverse structures of state correctional departments simply are not easy to compare even when people hold the same job titles.

ACA MEMBERSHIP INFORMATION STATUS REPORT (MIS)

General Membership and Selected Positions

Salary Level	General Membership Count	%	Superintendent/ Warden Count	%	Pardons/Parole Board Member Count	%	Probation/ Parole Officer Count	%	Correctional Officer/ Manager Count	%	Line Employee Count	%
Volunteer	104	1.1	0	0	0	0	5	.8	2	.1	2	.3
Under $10,000	231	2.5	3	.4	1	2.6	2	.3	24	1.2	22	3.8
10,001-15,000	758	8.3	9	1.2	3	7.9	38	5.8	287	14.4	133	22.7
15,001-20,000	1,572	17.1	37	4.9	2	5.3	171	26.1	524	26.4	221	37.8
20,001-25,000	1,815	19.8	99	13.2	2	5.3	218	33.3	492	24.8	131	22.4
25,001-30,000	1,465	16.0	124	16.6	8	21.1	121	18.5	349	17.6	48	8.2
30,001-35,000	1,034	11.3	128	17.1	1	2.6	60	9.2	160	8.1	19	3.2
35,001-40,000	750	8.2	131	17.5	2	5.3	26	4.0	88	4.4	7	1.2
40,001-45,000	521	5.7	86	11.5	5	13.2	4	.6	37	1.9	1	.2
45,001-50,000	299	3.3	50	6.7	4	10.5	6	.9	14	.7	0	0
50,001-55,000	211	2.3	46	6.1	7	18.4	2	.3	7	.4	1	.2
Over 55,000	422	4.6	35	4.7	3	7.9	2	.3	3	.2	0	0
TOTALS	9,182		748		38		655		1,987		585	

The MIS revealed the following statistics about the 9,472 ACA members who responded to our questionnaire:

- *72.9% have a bachelors degree or higher.*
- *40.7% have a masters degree or higher.*
- *45.8% have more than 10 years experience in the corrections field.*
- *The median age is 43.*

Age	Count	%
20-25	159	1.7
26-30	578	6.2
31-35	1,324	14.1
36-40	1,905	20.2
41-45	1,600	17.0
46-50	1,224	13.0
51-55	1,025	10.9
56-60	794	8.5
61-65	500	5.3
66-70	176	1.8
71-75	71	.8
76-80	31	.3
81-85	20	.2
TOTAL	9,407	

MIS continued . . .

General Membership and Selected Positions

Length of Experience in Corrections	General Membership Count	%	Commissioner/ Director Count	%	Administrator/ Dep. Secretary Count	%	Superintendent/ Warden Count	%	Probation/ Parole Officer Count	%	Correctional Officer/ Manager Count	%	Line Employee Count	%
Less than 2 years	1,021	10.8	27	5.9	92	5.7	14	1.8	76	11.2	280	13.8	80	13.5
At least 2 but under 4 years	1,030	10.9	30	6.6	111	6.9	27	3.6	75	11.1	279	13.8	103	17.4
At least 4 but under 6 years	1,082	11.5	47	10.3	126	7.8	29	3.8	91	13.5	267	13.2	94	15.9
At least 6 but under 8 years	988	10.5	43	9.5	157	9.8	48	6.3	74	10.9	246	12.2	75	12.6
At least 8 but under 10 years	974	10.3	40	8.8	161	10.0	73	9.6	84	12.4	222	11.0	71	12.0
At least 10 but under 15 years	1,955	20.7	107	23.5	400	24.9	196	25.8	163	24.1	377	18.6	98	16.5
At least 15 but under 20 years	1,003	10.6	54	11.9	227	14.1	142	18.7	56	8.3	192	9.5	38	6.4
At least 20 but under 25 years	660	7.0	46	10.1	152	9.5	113	14.9	35	5.2	108	5.3	24	4.0
More than 25 years	711	7.5	61	13.4	180	11.2	118	15.5	22	3.3	52	2.6	10	1.7
TOTALS	9,424		455		1,606		760		676		2,023		593	

Educational Level														
High School or GED	1,572	16.6	37	8.2	186	11.7	120	15.9	18	2.7	617	30.9	150	25.5
Associate Degree	985	10.4	29	6.4	121	7.6	62	8.2	27	4.0	374	18.7	81	13.8
Bachelors Degree	3,052	32.2	126	27.8	467	29.5	231	30.5	386	57.1	561	28.1	214	36.3
Masters Degree	2,808	29.6	183	40.4	586	37.0	286	37.8	224	33.1	368	18.4	126	21.4
LL.B Bachelor of Laws	191	2.0	16	3.5	26	1.6	6	.8	5	.7	9	.5	6	1.0
M.S.W. D.S.W.	315	3.3	29	6.4	88	5.6	30	4.0	8	1.2	41	2.1	10	1.7
Doctorate	549	5.8	33	7.3	109	6.9	22	2.9	8	1.2	29	1.5	2	.3
TOTALS	9,472		453		1,583		757		676		1,999		589	

MIS continued . . .

General Membership and Selected Positions

Cultural Background	General Membership Count	%	Commissioner/ Director Count	%	Administrator/ Dep. Secretary Count	%	Superintendent/ Warden Count	%	Probation/ Parole Officer Count	%	Correctional Officer/ Manager Count	%	Line Employee Count	%
Am. Indian	112	1.2	3	.7	14	.9	9	1.2	4	.6	32	1.6	7	1.2
Oriental	53	.6	2	.5	7	.4	1	.1	2	.3	15	.8	2	.3
Black	888	9.3	39	8.8	117	7.4	96	12.7	60	9.0	223	11.2	66	11.3
Caucasian	7,925	83.4	371	83.7	1,353	85.9	633	83.6	556	83.4	1,598	80.3	484	82.7
Hispanic	265	2.8	15	3.4	39	2.5	7	.9	25	3.7	68	3.4	12	2.1
Other	263	2.8	13	2.9	46	2.9	11	1.5	20	3.0	55	2.8	14	2.4
TOTALS	9,506		443		1,576		757		667		1,991		585	
Sex														
Female	2,358	24.8	88	19.3	315	19.9	87	11.6	259	38.8	438	21.9	179	30.7
Male	7,157	75.2	369	80.7	1,268	80.1	666	88.4	409	61.2	1,563	78.1	404	69.3
TOTALS	9,515		457		1,583		753		668		2,001		583	

Characteristics of General Membership and of Selected Positions By Median

	Year of Birth and Age		Length of Experience	Educational Level Achieved	Salary Levels
General Membership	1943	Age 43	At least 8 but under 10 years	Bachelors Degree	$25,001-30,000
Commissioner/ Director[1]	1940	46	At least 10 but under 15 years	Masters Degree	$35,001-40,000
Administrator/Deputy Secretary	1942	44	At least 10 but under 15 years	Masters Degree	$30,001-35,000
Superintendent/ Warden	1941	45	At least 10 but under 15 years	Bachelors Degree	$30,001-35,000
Parole Board Member	1931	55	At least 15 but under 20 years	Masters Degree	$35,001-45,000
Probation/Parole Officer	1948	38	At least 8 but under 10 years	Bachelors Degree	$20,001-25,000
Correctional Officer/ Manager	1946	40	At least 6 but under 8 years	Bachelors Degree	$20,001-25,000
Line Employee	1946	40	At least 6 but under 8 years	Bachelors Degree	$15,001-20,000

[1] Generic title, see page 13 for chief administrative officer's salary range.

MIS continued . . .
Women Members

Job Title	Count	%
Administrator/Deputy/Secretary	321	22.7
Commissioner/Director	91	6.5
Line Employee/Worker	175	12.4
Correctional Officer/Manager	437	31.0
Parole Board Member	13	.9
Probation/Parole Officer	256	18.1
Superintendent/Warden	82	5.8
Volunteer	37	2.6
TOTAL	1,412	

Length of Experience	Count	%
Less than 2 years	340	14.8
At least 2 but under 4 years	345	15.0
At least 4 but under 6 years	378	16.4
At least 6 but under 8 years	302	13.1
At least 8 but under 10 years	259	11.3
At least 10 but under 15 years	392	17.0
At least 15 but under 20 years	151	6.6
At least 20 but under 25 years	85	3.7
More than 25 years	48	2.1
TOTAL	2,300	

Education Level	Count	%
High School Diploma or GED	379	16.5
Associate Degree	258	11.2
Bachelors Degree	830	36.1
Masters Degree	632	27.5
LL.B Bachelor of Laws	38	1.7
M.S.W. D.S.W.	68	3.0
Doctorate	87	3.8
No Response	4	.2
TOTAL	2,296	

Salary Level	Count	%
Volunteer	51	2.3
Under $10,000	91	4.0
10,001-15,000	253	11.3
15,001-20,000	578	25.7
20,001-25,000	545	24.3
25,001-30,000	347	15.4
30,001-35,000	166	7.4
35,001-40,000	93	4.1
40,001-45,000	49	2.2
45,001-50,000	37	1.6
50,001-55,000	16	.7
Over 55,001	21	.9
TOTAL	2,247	

Age	Count	%
20-25	75	3.3
26-30	267	11.5
31-35	458	20.0
36-40	468	20.5
41-45	346	15.1
46-50	234	10.2
51-55	174	7.6
56-60	146	6.3
61-65	82	3.6
66-70	32	1.4
71-75	6	.3
76-81	5	.2
TOTAL	2,295	

End of MIS

CHIEF ADMINISTRATIVE OFFICER

(Responsible for all operations and staff of the agency)

TITLE	Percent of Respondents 1984	1986
Director	43.6	34.2
Commissioner	19.0	22.2
Executive Director	1.8	12.0
Chairman (Parole/Pardons Boards, Probation/Parole Departments)	15.4	10.2
Administrator	0	6.5
Secretary	10.0	6.5
Assistant Deputy Director/Secretary, Assistant/Deputy Director	1.8	2.8
Warden	0	1.9
Other	8.2	3.7

APPOINTED BY	1984	1986
Governor and serve at the pleasure of	51.8	49.0
Governor with a fixed term, no contract	7.2[1]	2.8
Governor with a fixed term, plus contract	1.8	3.7
Board, no fixed term	18.1	19.5
Board, fixed term with contract	.9	0
Umbrella agency head	6.3	11.1
Court Administrator	4.5	0
Other	9.0	12.0
No Response	0	1.9

PERQUISITES PROVIDED ABOVE SALARY	1984	1986
Retirement Benefits (some receive only partial)	85.4	90.7
Health Insurance (some receive only partial)	80.9	88.0
Life Insurance	70.9	76.9
Group Insurance (some receive only partial)	68.1	70.4
Disability	57.2	63.0
Automobile	46.3	53.7
Dental Insurance	41.8	51.9
Deferred Compensation	49.0	45.4
Longevity pay	28.1	38.0
Personal medical prescriptions	26.3	24.1
Total optical services	13.6	15.7
Maintenance	10.9	13.9
Daily subsistence allowance	7.2	9.3
House	8.1	9.3
Domestic help	3.6	2.8
Travel expenses		1.9
Other	2.7	0

[1] All Parole Board Members

SALARY SUMMARY

CHIEF ADMINISTRATIVE OFFICER

Position with		Number of Respondents	Range	Median
Corrections Division Adult or Adult/Juv	1986	46	34,884—92,681	$59,675
	1984	41	33,500—81,648	
	1982	41	27,152—70,603	
	1979	37	25,000—64,000	
Corrections Division Juvenile	1986	28	24,440—78,207	46,428
	1984	36	23,460—89,000	
	1982	24	27,152—90,009	
	1979	17	18,000—54,000	
Parole and Pardons Boards	1986	13	28,596—64,596	39,000
	1984	13	24,733—59,800	
	1982	3	26,780—42,200	
	1979	26	13,000—43,000	
Adult and/or Juvenile Probation & Parole Departments	1986	9	33,737—75,445	45,020
	1984	13	24,731—59,800	
	1982	14	23,460—59,800	
	1979	10	20,000—49,000	

CHIEF DEPUTY ADMINISTRATIVE OFFICER

Corrections Division Adult or Adult/Juv	1986	34	23,629—79,992	$50,096
	1984	39	24,000—67,500	
	1982	42	18,000—62,300	
Corrections Division Juvenile	1986	21	20,821—72,940	42,730
	1984	28	21,346—63,312	
	1982	24	21,450—53,910	
Parole and Pardons Boards	1986	4	27,400—46,313	41,322
	1984	8	19,700—54,936	
	1982	2	23,341—39,940	
Adult and/or Juvenile Probation & Parole Departments	1986	8	26,998—69,649	37,340
	1984	11	25,000—58,600	
	1982	11	22,620—54,000	

COMPENSATION OF CORRECTIONAL ADMINISTRATORS* 1973-1986

The Consumer Price Division of the U.S. Labor Department reports an 151% increase in the cost of living since 1973; for the same period, the increase in the median salary for correctional administrators is 138.7 %.

STATE	APRIL 1973 SALARY	JAN 1986 SALARY
AL	$19,800	63,792
AK	26,388—31,776	77,304
AZ	25,088	63,992—92,681
AR	24,000	58,648—61,874
CA	31,500	78,207
CO	22,044	66,870
CT	31,581—36,606	60,057—73,365
DE	25,000	45,000—60,000
FL	29,000	45,000—74,000
GA	32,500	58,500
HI	16,836—24,876	34,884—55,152
ID	18,500	40,026—53,661
IL	35,000	60,000
IN	25,688—31,044	47,554—74,230
IA	21,420	42,400—54,600
KS	15,000	60,876
KY	25,000	60,700
LA	20,000	55,000
ME	19,118—25,688	41,246—60,632
MD	28,800	66,500
MI	30,600	64,100
MN	26,100	59,779
MS	—	40,000
MO	22,500	62,100
MT	23,000	39,310—48,850
NE	15,912—22,152	—
NV	—	65,000
NH	19,984[1]	41,163—51,143
NJ	27,171—37,925	70,000
NM	24,000	50,000
NY	42,475	85,000
NC	28,014	58,140
ND	20,000	35,352—52,536
OH	27,500—29,700	35,381—66,685
OK	19,500	60,000
OR	26,280	43,416—55,416
PA	24,984	61,520
RI	23,998—27,820	55,656—61,668
SC	24,873	—
SD	18,334	38,709—58,053
TN	24,400	58,500
TX	31,500	66,300
UT	18,528	40,883—59,675
VT	20,000—25,000	—
VA	16,400—21,400	—
WA	30,000	66,584
WV	—	36,500
WI	32,500	62,000
WY	14,832[2]	—
DC	36,000	65,930

Notes:

1. Maintenance was provided until September 1972; legislation pending to increase salary by $2,500 in lieu of maintenance.

2. Warden of state penitentiary; state has no director of correction.

* Information from 1973 is from a report issued by the Council of State Governments at that time. Present statistics were collected by the American Correctional Association.

It must be noted that these are basic salaries or salary ranges for correctional administrators and do not include perquisites provided in addition to salaries. (See page 12 for current information on perqs.)

SALARY SUMMARY BY POSITION, 1986

POSITION	ADULT DEPARTMENTS			JUVENILE DEPARTMENTS		
	Number of Respondents	Range	Median	Number of Respondents	Range	Median
Assistant Director	24	$21,024—71,701	$46,478	12	$22,282—68,406	$39,624
Legal Officer/Consultant	36	15,846—76,539	36,088	9	18,408—59,904	35,984
Legislative Liaison	18	21,000—61,950	33,266	6	20,821—55,992	29,793
Director/Research	32	17,290—66,962	34,536	12	18,324[1]—52,680	32,544
Director/Community Services	34	19,824—65,930	40,456	18	18,324[1]—61,608	38,649
Director/Special Services	14	24,144—59,292	38,514	9	18,324[1]—61,608	37,005
Director/Institutional Svcs.	31	22,860—74,100[2]	43,055	22	18,324[1]—64,596	39,510
Director/Dietary	35	16,524—49,421	28,477	20	10,339—45,252	22,759
Line Food Service Staff	42	7,260—40,170	19,356	21	7,242—24,044	13,894
Director/Industries	45	17,077—70,413	38,040	2	16,000—29,364	19,162
Director/Maintenance and Construction	43	17,898—74,100[2]	34,000	18	15,072—48,108	27,414
Plant Maintenance Staff	31	12,285—43,306	23,029	16	9,814—33,238	17,811
Line Maintenance Staff	31	9,999—38,355	19,943	19	9,264—33,238	17,321
Director/Client Education	33	18,085—55,068	33,569	16	17,290—53,178	32,188
Director/Security	36	16,614—76,539	32,140	18	12,027—53,400	22,209
Director/Treatment	29	19,739-101,310[3]	35,789	18	18,324—53,178	30,879
Regional Director	22	20,746—74,100	35,744	17	22,272—55,992	36,008
Ombudsman	10	11,521—53,256	31,645	3	21,586—36,322	25,167
Public Information Officer	36	11,923—58,401	30,423	7	19,032—43,956	29,144
Staff Development Officer	37	15,974—58,022	31,185	21	15,869—48,552	26,804
Grants Manager	11	18,125—52,490	30,209	7	16,311—47,613	25,974
Chief of Administration	28	20,946—76,539	44,498	11	15,869—61,508	40,902
Chief of Program Services	23	15,745—76,539	37,500	9	21,402—56,384	34,537

SALARY SUMMARY continued . . .

POSITION	ADULT DEPARTMENTS			JUVENILE DEPARTMENTS		
	Number of Respondents	Range	Median	Number of Respondents	Range	Median
Chief Chaplain	32	13,872—70,413	26,875	15	13,825—49,421	24,830
Chief Personnel Officer	48	16,910—58,607	35,040	21	16,404—48,552	29,822
Chief Budget Officer	47	18,408—64,548	35,638	21	18,324—52,432	34,176
Chief/Medical Services	38	19,630—95,421[4]	38,883	8	18,680—78,588	35,590
Medical Doctor	38	26,324—92,988	51,924	9	21,939—93,521	51,924
Dentist	39	22,859—74,436	43,632	12	17,819—93,521	40,763
Psychologist	44	$16,168—56,425	$30,987	24	$15,868—49,421	$28,623
Recreation Staff	45	10,740—41,412[2]	22,098	21	12,408—34,740	20,070
Chief/Evaluation and Inspection	14	20,400—61,908	34,416	4	16,224—41,563	30,178
EEOC Officer	34	14,274—70,413	27,482	7	17,290—54,552	27,239
Administrative Assistant	36	12,370—43,424	22,458	17	12,408—43,410	21,543
Executive Assistant	30	13,620—62,316	29,897	10	12,584—49,421	25,260
Secretary	45	8,880—28,668	15,967	26	9,354—23,435	16,275
Clerk	42	7,992—23,435	13,583	27	8,185—21,000	13,794
Warden I/Entry Level Institution Administrator	44	21,000—73,061	38,837	16	25,000—61,608	38,080
Deputy Warden	45	18,720—64,548	33,836	11	19,063—54,552	30,751
Jail Inspector	13	16,619—36,062	23,858	2	15,210—46,044	31,392
Correctional Officer I/Entry Level	50	10,837—30,024	17,454	24	10,200—24,972	16,105
Correctional Officer I/After 1st Year	37	11,357—31,860	19,049	19	9,687—29,460	17,097
Correctional Officer II	45	12,036—36,876	19,880	22	10,515—33,900	18,792
Correctional Officer III	39	13,620—42,684	22,365	15	13,416—40,656	18,606
Correctional Officer IV	35	14,652—47,064	24,900	12	14,274—44,820	21,598

SALARY SUMMARY continued . . .

POSITION	ADULT DEPARTMENTS			JUVENILE DEPARTMENTS		
	Number of Respondents	Range	Median	Number of Respondents	Range	Median
Probation/Parole Compact Administrator	25	15,069—55,992	28,158	13	16,740—47,613	29,822
Chief Probation Officer	27	16,872—71,701	28,600	6	18,736—42,768	27,045
Probation Officer I/Entry Level Professional	28	12,768—31,308	19,402	7	14,022—27,027	19,032
Chief Parole Officer	25	16,872—71,701	31,233	12	21,463—46,044	29,471
Parole Officer I/Entry Level Professional	28	13,536—38,136	19,986	15	15,544—40,656	22,544
Parole Board Chairman*	19	27,000—68,496	46,100	4	26,642—65,556	42,000
Parole Board Member*	16	25,619—69,460	43,429	3	32,420—63,255	43,242

Notes:
1. Kentucky
2. Alaska
3. Florida-Director of Mental Health Services
4. Michigan

•In certain states, parole board chairmen and/or members are paid yearly rates or per diems (not reflected in above figures).

SALARY SUMMARY FOR INDEPENDENT PROBATION/PAROLE POSITIONS

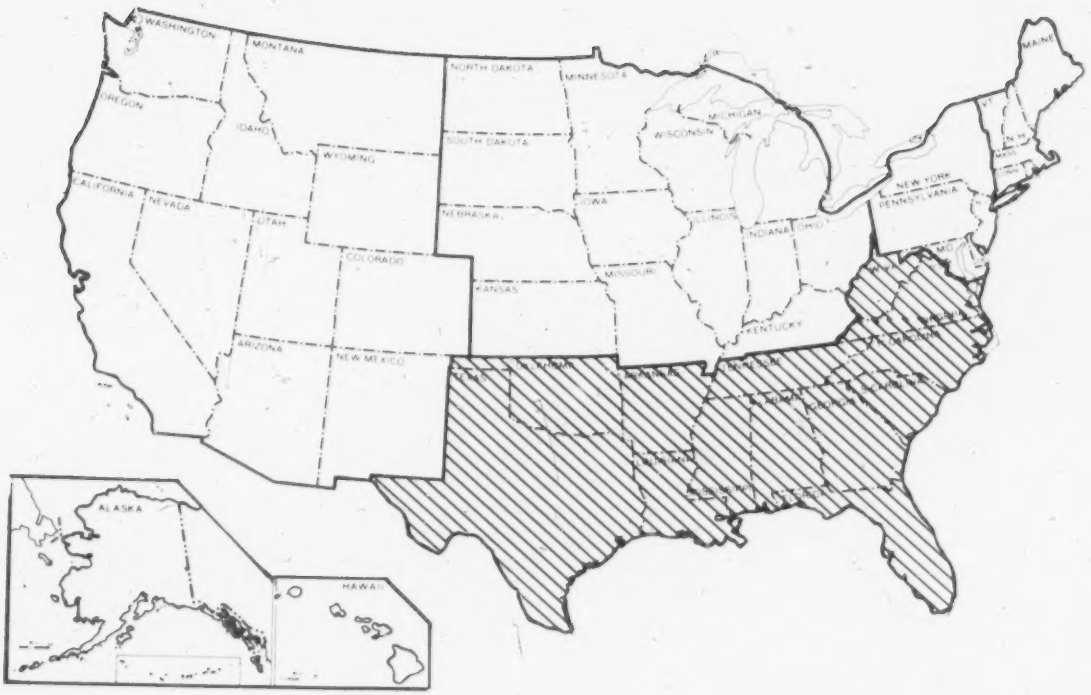
	PARDONS AND PAROLE BOARDS			PROBATION AND PAROLE DEPARTMENTS		
	Number of Respondents	Range	Median	Number of Respondents	Range	Median
Probation/Parole Compact Administrator	6	$16,996-41,563	$28,646	3	$18,000-47,265	$26,651
Chief Probation Officer	2	21,715-40,959	31,578	5	18,000-37,275	28,695
Probation Officer I/Entry Level Professional	2	16,200-26,416	20,943	6	14,000-32,094	21,337
Chief Parole Officer	7	19,167-48,489	31,958	1	16,872-25,068	20,970*
Parole Officer I/Entry Level Professional	9	16,200-37,000	23,607	2	13,536-22,602	18,500
Parole Board Chairman*	14	30,000-65,930	49,000	1	42,540	42,540
Parole Board Member*	13	27,500-63,256	48,600	1	39,624	39,624

* Average

SALARY COMPARISONS BY ACA REGIONS for selected positions

13 WESTERN STATES

Department	Chief Admin Officer	Warden I	Probation and/or Parole Chief	Parole/ Probation Officer I	Correctional Officer I	Correctional Officer IV
WA Corrections	$66,564	$32,520-41,640	$26,040-33,336	$15,504-19,848	$17,544-22,452	$26,040-33,336
MT Corrections Div	39,310-48,850	25,263-45,626	25,263-34,894	15,308-21,324	13,203-18,455	—
OR Corrections Div	43,416-55,416	35,748-52,776	19,464-24,780	15,252-19,464	18,744-22,596	21,900-30,828
ID Corrections	40,026-53,661	—	23,385-31,361[b]	15,827-21,214[b]	15,075-20,211	23,385-31,361
WY Bd of Charities	—	—	23,275-37,273[b]	20,072-32,094[b]	—	—
CA Corrections	78,207	40,872-49,404	38,136-46,044[b]	31,644-38,136[b]	18,612-19,392	38,136-46,044
NV Prisons	65,000	34,000-46,000	19,903-26,876[b]	16,875-22,602	16,000-22,000	18,000-25,000
UT Corrections	40,883-59,675	26,643-38,837	38,628-56,418	15,556-22,676	15,556-22,676	23,928-34,911
CO Corrections	66,870	43,632-58,464	31,860-42,684[a]	21,576-28,908[a]	21,576-28,908	35,124-47,064
AZ Corrections	63,992-92,681	28,128-40,736	28,128-40,736[a] 18,000-20,000[b]	19,567-28,336[a] 14,000-16,000[b]	16,172-22,294	—
NM Corrections Dept	50,000	24,036-39,000	19,824-32,124[b]	17,148-27,780[b]	13,488-21,828	20,746-33,720
AK Corrections	77,304	40,032-47,448	45,744-54,168[a] 42,768-50,688[b]	26,460-31,308[b]	25,800-30,024	—
HI Corrections Div	34,884-55,152	27,672-43,344	—	—	14,148-16,668	—

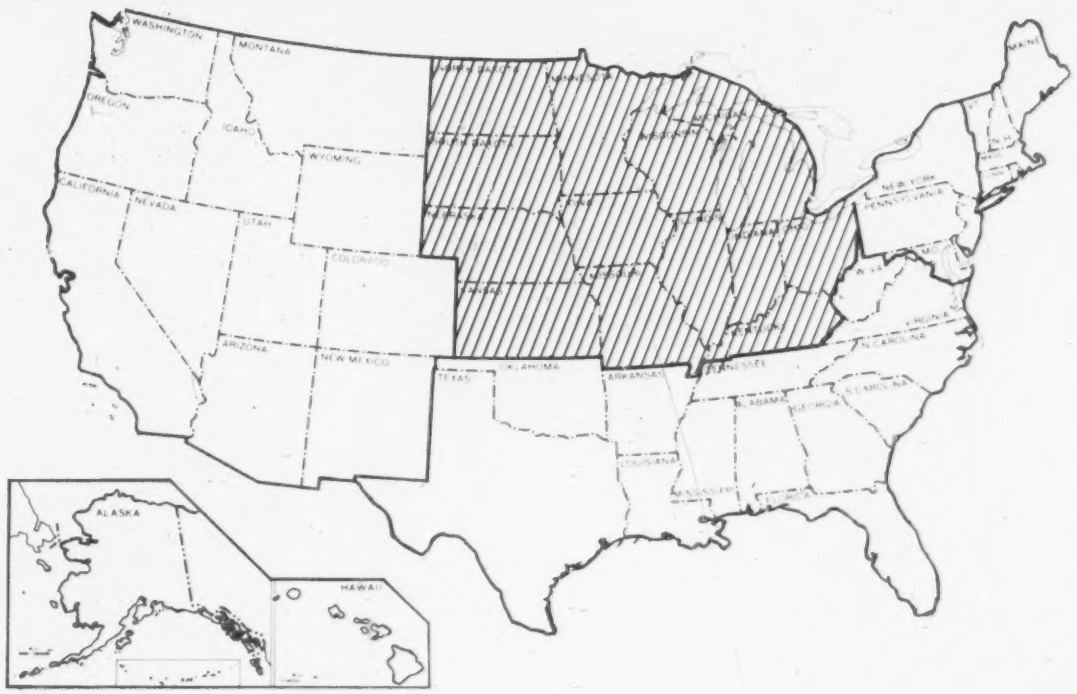


—Not available
[a] Parole
[b] Probation

13 SOUTHERN STATES

Department	Chief Admin Officer	Warden I	Probation and/or Parole Chief	Parole/ Probation Officer I	Correctional Officer I	Correctional Officer IV
TX Corrections	$66,300	$36,228-45,648	$ —	$ —	$14,544	$ —
OK Corrections	60,000	38,357-51,198	22,492-30,142	18,505-24,797	14,145-18,956	23,041-30,877
AR Corrections	58,648-61,874	23,764-37,518	17,290-27,976[b]	15,210-24,648[b]	13,416-21,710	18,408-29,822
LA Corrections	55,000	25,176-36,828	25,176-36,828	13,620-20,880	11,664-17,784	14,652-21,900
TN Correction	58,500	23,988-35,640	16,872-25,068	13,536-20,124	11,844-17,628	—
AL Corrections	63,792	27,716-42,198	21,715-32,916	17,394-26,416	16,556-25,168	—
MS Corrections	40,000	—	20,746-31,057	15,695-23,501	12,231-18,304	17,323-25,964
GA Corrections	58,500	25,188-33,942	20,466-27,414[b]	16,740-22,208[b]	13,392-17,454	17,454-23,180
FL Corrections	45,000-74,000	21,000-45,000	24,388-39,902[b]	16,537-26,079[b]	14,261-22,112	17,435-27,645
			19,167-31,946[a]	16,996-28,125[a]		
SC Corrections	—	26,115-37,015	—	—	12,394-17,568	—
NC Correction	58,140	29,988-48,216	17,292-27,276	15,888-24,792	14,568-15,204	18,936-29,998
VA Corrections	—	29,897-40,833	22,890-31,254	17,512-23,934	13,403-18,309	19,145-26,152
WV Corrections	36,500	—	—	12,768-22,441[b]	11,604-19,568	—

SALARY COMPARISONS BY ACA REGIONS for selected positions



– Not available
[a] Parole
[b] Probation

13 CENTRAL STATES

Department	Chief Admin Officer	Warden I	Probation and/or Parole Chief	Parole/ Probation Officer I	Correctional Officer I	Correctional Officer IV
ND Institutions	$35,352-52,536	$ —	$29,088-43,368[a]	$16,200-24,492	$13,332-20,292	$19,692-29,604
SD Bd of Charities	38,709-58,053	—	—	—	12,064-18,096	—
MN Corrections	59,779	36,665-48,797	—	19,147-24,993	18,479-19,523	25,056-33,721
WI Corrections	62,000	41,002-56,988	—	18,239-23,626	15,744-19,078	17,898-23,640
MI Corrections	64,100	40,319-54,037	61,950-71,701	19,334-27,206[b]	16,787	18,123-25,202
NE Correctional Svcs	—	33,658-47,121	27,094-37,932[a]	16,331-22,863[a]	14,132-19,785	18,873-26,422
IA Div of Corr Inst	42,400-54,600	33,634-43,510	—	—	16,349-17,118	23,338-29,515
KS Corrections	60,876	34,416-46,116	23,392-31,212[a]	19,164-25,680[a]	15,024-20,124	19,164-25,680
MO Corrections	62,100	32,076-41,976	30,672-40,140[a]	18,300-23,616[a]	14,400-18,300	—
IL Corrections	60,000	33,396-51,420	—	18,252-23,184[a]	16,404	22,152-32,616
IN Correction	47,554-74,230	39,520-61,282	21,502-31,824[a]	16,770-25,064[a]	13,910-20,930	18,200-27,196
OH Rehab and Corr	35,381-66,685	21,715-32,698	27,643-38,730	15,413-19,032[a]	14,539-17,597	—
KY Corr Cabinet	60,700	27,072-43,368	22,272-35,688	15,072-24,114	12,408-19,860	18,324-29,364

5 MID ATLANTIC STATES AND D.C.

Department	Chief Admin. Officer	Warden I	Probation and/or Parole Chief	Parole/ Probation Officer I	Correctional Officer I	Correctional Officer IV
NY Corr Svcs	$85,000	$41,477-73,061	$ —	$ —	$16,401-17,325	$33,593-42,574
PA Corrections	61,520	37,500-50,100	36,088-48,489[a] 30,240-40,959[a]	17,609-23,597	14,400-18,700	24,800-33,700
NJ Corrections	70,000	37,976-53,162	41,868-58,607[a] 37,976-53,162[b]	16,565-17,393[a]	18,366	—
MD Div of Corr	66,500	34,320-45,081	47,000	14,022-18,363	16,120	20,179-26,502
DE Corrections	45,000-60,000	26,849-44,351	21,924-38,406	13,555-22,303	14,428	20,502-34,742
DC Corrections	65,930	—	44,928-58,401[a]	22,044-28,668[a]	17,841-22,710	24,283-31,555

6 NEW ENGLAND STATES

ME Corrections	$41,246-60,632	$26,436-36,899	$20,966-28,600	$19,281-26,062	$12,937-16,016	$21,590-30,076
VT Corrections	—	23,483-42,931	18,720-33,987[b]	14,955-26,707[b]	10,837-19,323	15,954-28,475
NH Corrections	41,163-51,143	32,942-41,917	32,942-41,917	17,696-27,256	14,216-16,213	19,292-23,181
MA Correction	54,557-69,015	28,884-48,770	28,844-35,798[b]	18,260-32,705[b]	19,247-25,206	—
RI Corrections	55,656-61,668	40,656	20,786-24,189	19,339-22,384	16,858-18,727	—
CT Correction	60,057-73,365	33,950-41,672	33,950-41,672[a] 30,513-37,275[b]	21,386-25,711[a] 19,269-23,409[b]	19,412	—

COMPENSATION SCHEDULE

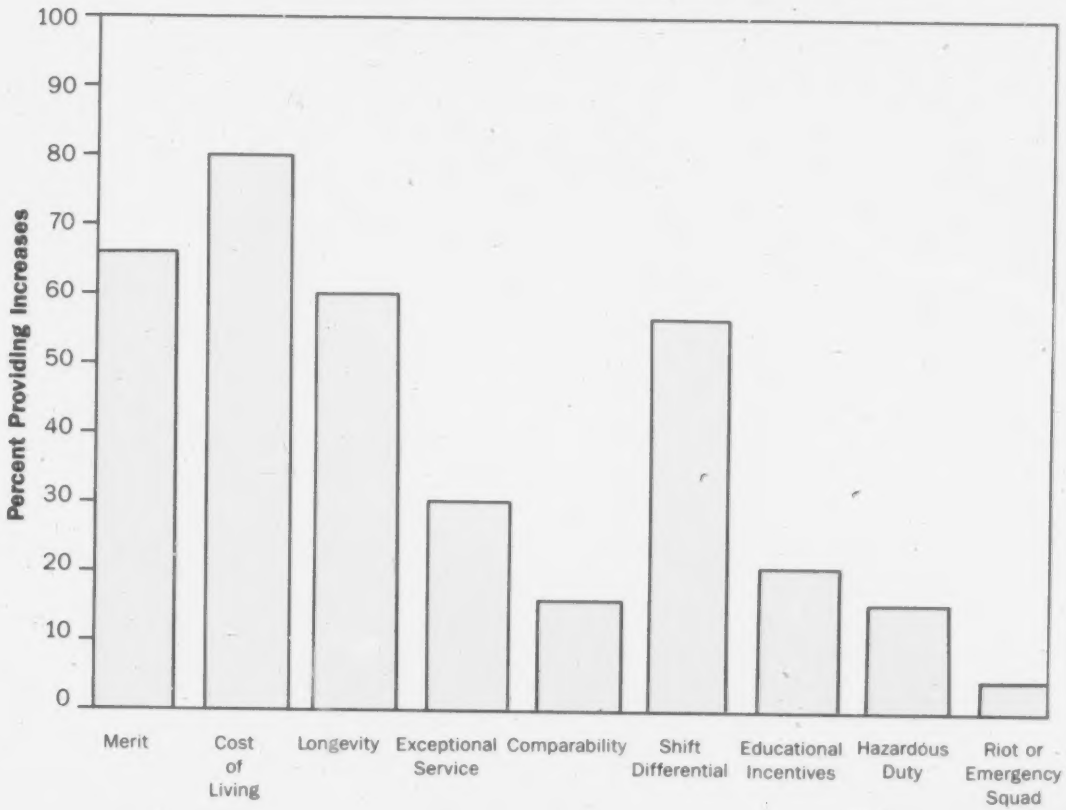
What percent of staff is protected by Civil Service/Merit system?

1986	Percent
None	9.3
1-4%	.9
5-19%	0
20-49%	.9
50-99%	68.5
100%	18.5
No response	1.9

Is there a formal written salary schedule?

1986	Percent
Yes	92.6
No	0
No response	7.4

SPECIAL INCENTIVE PAY PROGRAMS



FRINGE BENEFITS

COST OF LIVING INCREASE

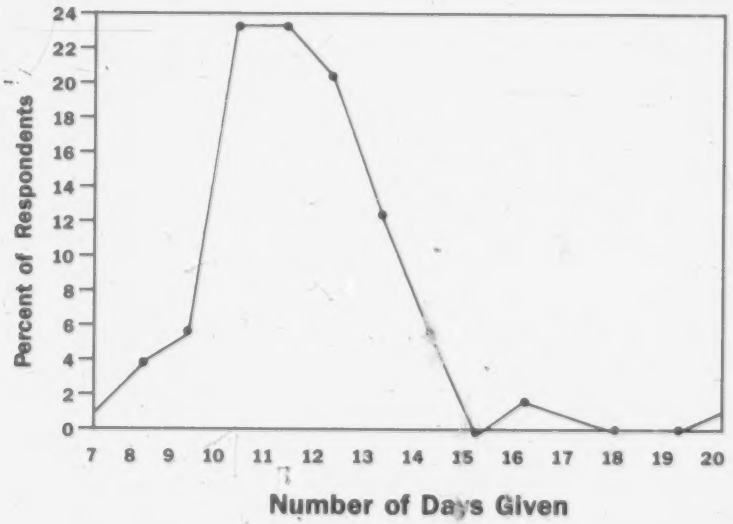
Percent of Respondents			Percent of Average Increase
1982	1984	1986	
		.9	Less than 1
5	8.1	22.2	1-3
16	31.8	39.8	4-6
34	16.3	13.0	7-9
13	.9	3.7	10 or over
29	42.7	20.4	None

MERIT INCREASE

Percent of Respondents			Percent of Average Increase
1982	1984	1986	
		1.9	Less than 1
21	13.6	21.3	1-3
37	34.5	38.8	4-6
9	1.8	0	7-9
3	.9	.9	10 or over
29	49.0	35.2	None
		1.9	No response

The average fringe benefits package constitutes 26.14% of correctional salaries as reported by 86 respondents.

PAID HOLIDAYS
1986



VACATION - The number of paid vacation days provided per year per length of employee service.

At 6 months	Percent of Respondents
Under 6 days	6.5
6 days and under 7 days	35.9
7 and under 10 days	15.2
10 days	13.0
Over 10 and under 15 days	17.4
15 days	9.8
Over 15 and under 18 days	2.2

At 1 year	Percent of Respondents
Under 10 days	9
10 days	17.1
Over 10 and under 12 days	6.7
12 days	34.3
Over 12 and under 15 days	12.4
15 days	24.8
Over 15 and under 22 days	3.8

At 3 years	Percent of Respondents
Under 10 days	1.0
10 and under 12 days	18.1
12 days	27.6
13 and 14 days	11.4
15 days	58.6
Over 15 and under 22 days	9.5

At 5 years	
10 days and under	6.7
Over 10 and under 15 days	5.8
15 days	58.6
16 and 17 days	10.6
18 days	10.6
Over 20 days	7.7

At 10 years	
10 and under 15 days	2.9
15 days	23.1
16 and 17 days	10.6
18 days	34.6
19 and 20 days	18.3
21 and under 25 days	8.6
30 days	1.9

At 15 years	
11 and 12 days	1.9
15 and under 18 days	7.8
18 days	15.5
19 and 20 days	30.1
21 days	30.1
Over 21 and under 27 days	11.7
30 days	2.9

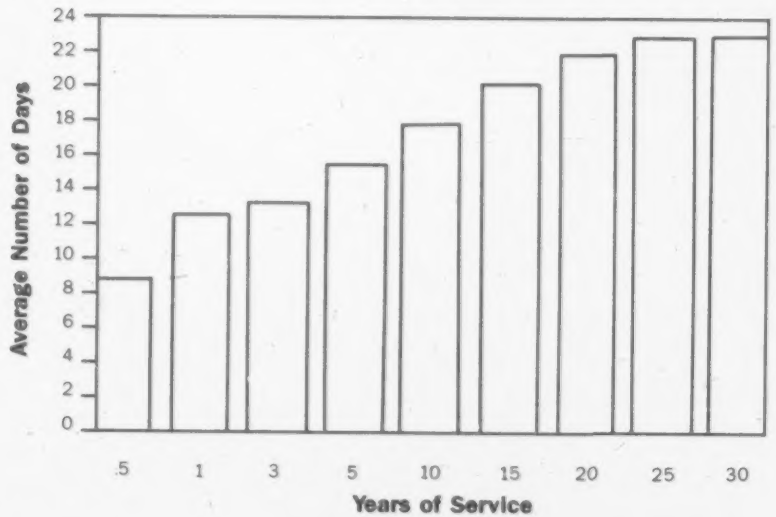
At 20 years	
Under 15 days	3.9
Over 15 and under 20 days	6.8
20 days	19.4
21 days	29.1
22 and under 25 days	18.5
25 and under 28 days	19.4
30 days	2.9

At 25 years	
Under 20 days	8.7
20 days	11.6
21 days	29.1
22 and under 25 days	18.5
25 days	14.6
26 and under 30 days	12.6
30 days	4.9

At 30 years	
Under 20 days	8.7
20 days	11.6
21 days	24.3
22 and under 25 days	21.3
25 days	14.6
26 and under 30 days	14.6
30 days	4.9

VACATION DAYS PROVIDED

Per Length of Service



Maximum number of vacation days staff may accumulate and carry forward

Days	Percent	
	1984	1986
1 - 30	27.2	21.4
31 - 60	38.1	37.0
61 - 90	6.3	2.8
91 - 120	2.7	3.7
Over 120	4.5	4.6
No limit	4.5	4.6
Other formulas used	16.3	25.0
No response	0	.9

Number of paid days sick leave staff may accumulate and carry forward

Days	Percent	
	1984	1986
1 - 30	0	0
31 - 60	.9	0
61 - 90	4.5	5.5
91 - 120	9.0	2.8
Over 120	16.3	16.7
Unlimited or as needed	46.3	71.3
Unused portion credits toward retirement	10.0	0
Unlimited, unused portion credits toward retirement	12.0	0
No response	0	3.7

Can unused sick leave be credited to retirement?

	Percent
	1986
Yes	52.8
No	41.7
No response	5.5

Length of probationary period prior to full status

Months	Percent	
	1984	1986
3 - 5 months	1.8	4.7
6 months	58.1	61.1
One year	17.2	18.5
6 mos non-professional; 1 year professional	10.0	
Other*	12.7	14.8
No response		.9

*Administrative, clerical, professional, correctional staff, trainers
Some extensions granted for certain positions

OTHER TYPES OF LEAVE PROVIDED BY AGENCY

Percent of Respondents		Type of Leave
1984	1986	
100.0	98.2	Jury Duty
98.1	97.2	Military
97.2	96.3	Leave without Pay
97.2	92.6	Death in Family
91.8	88.0	Maternity
75.4	86.1	Family Illness
81.8	84.3	Educational Leave without Pay
89.0	80.6	Bodily injury or occupational illness incurred in line of duty
70.9	72.2	Administrative
70.9	63.0	Election Leave (for purpose of voting in general election)
50.0	58.3	Educational Leave with Pay
43.6	47.2	Personal Leave (not charged to vacation)
30.0	47.2	Adoptive
40.9	45.4	Expectant or New Father
43.6	44.4	Employee Organization
47.2	34.3	Disasters
19.0	8.3	Bonus Leave
8.1	10.2	Other*

*Other leave includes:
Compensatory Leave, Christmas and New Year's Eve-8 hours paid, Volunteer Fire or Rescue Squad service, Civil Service Exam, Peace Corp, and Civic Duty.

HEALTH INSURANCE

Percent		Carried By
1984	1986	
17.2	8.3	Blue Cross/Blue Shield
0	.9	Health Maintenance Organization
3.6	1.8	Private Insurance Company
34.5	32.4	Multiple Option-Decision made by Employee
21.8	9.3	State Insured Plan
13.6	14.8	Blue Cross and Health Maintenance Organization
0	10.2	Health Maintenance Organization and State Plan
0	10.2	Blue Cross, Health Maintenance Organization and Multiple Option
9.0	10.2	Other (various combinations or insurance plans)
0	1.9	No response

PHYSICAL EXAMINATION

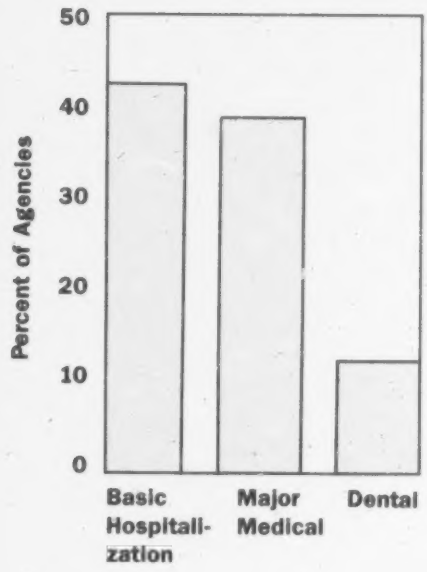
Percent		
1984	1986	
22.7	24.0	Paid in full by Agency*
14.5	6.5	Agency/Employee share cost
28.1	16.7	Paid in full by Employee
	10.2	Varies according to plan
28.8	38.9	None
3.6	0	Other
1.8	3.7	No response

*For certain positions only such as food service, correctional officers and for certain health plans.

BASIC HOSPITALIZATION/SURGICAL

Employee Coverage Percent			Family Coverage Percent	
1984	1986		1984	1986
47.2	49.1	Paid in full by agency	11.8	14.8
47.2	42.6	Agency/employee share cost	64.5	50.9
0	0	Paid in full by employee	19.0	21.3
0	7.4	Varies according to position or plan	0	10.2
0	0	None	0	.9
5.4	0	Other	4.5	0
	.9	No response		1.9

AGENCY/EMPLOYEE COST SHARE PROGRAMS



MAJOR MEDICAL

Employee Coverage Percent			Family Coverage Percent	
1984	1986		1984	1986
37.2	40.7	Paid in full by agency	10.9	13.0
54.5	39.0	Agency/employee share cost	60.0	49.0
.9	2.8	Paid in full by employee	20.0	20.4
0	10.2	Varies according to position or plan	0	11.1
2.7	1.8	None	4.5	2.8
4.5	1.8	Other	4.5	.9
	3.7	No response		2.8

DENTAL INSURANCE

Employee Coverage Percent			Family Coverage Percent	
1984	1986		1984	1986
25.4	41.6	Paid in full by agency	19.0	25.0
22.7	12.0	Agency/employee share cost	22.7	18.5
15.4	19.5	Paid in full by employee	21.8	30.5
.9	0	Paid by union	.9	0
0	3.7	Varies according to plan	0	3.7
35.4	21.3	None	35.4	20.4
0	1.9	No response	0	1.9

ACCIDENTAL DEATH INSURANCE FOR EMPLOYEES

Percent			Percent		Maximum Amount of Coverage
1984	1986		1984	1986	
38.1	37.0	Paid in full by Agency	27.1	21.3	Under 24,999
19.9	13.9	Agency/Employee share cost	2.1	4.6	25,000-49,999
18.1	13.0	Paid in full by Employee	6.3	1.9	50,000-99,999
.9	5.6	Varies according to income, age, position, or plan	1.0	4.6	100,000-149,000
			5.2	1.9	150,000 or over
19.8	17.6	None	5.2	8.3	Annual salary
2.7	11.1	Other	6.3	3.7	Double annual salary
.9	1.8	No response	2.1	0	3 x annual salary
			3.1	.9	4 x annual salary
			10.4	13.0	Based on age and salary
			0	3.7	Varies according to income, age, position, or plan
			17.7	8.3	Other
			13.5	27.8	No response or N/A

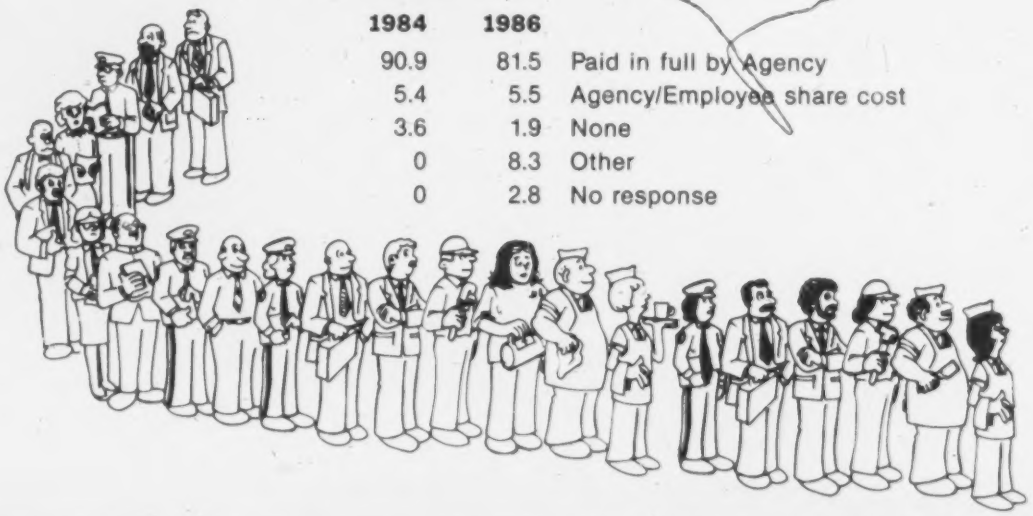
*The Department of Justice awards $50,000 to the surviving family of each public safety officer slain in the line of duty through the Public Safety Officers Benefit Program.

GROUP LIFE INSURANCE

Percent			Percent		Maximum Amount of Coverage
1984	1986		1984	1986	
31.8	41.7	Paid in full by Agency	24.5	29.6	Under 24,999
36.3	27.8	Agency/Employee share cost	7.2	3.7	25,000-49,999
17.2	8.3	Optional coverage paid by Employee	.9	.9	50,000-99,999
			0	.9	100,000-149,999
0	9.3	Varies according to income, age, position, or plan	2.7	0	150,000 or over
			21.8	14.8	Varies according to salary
4.5	7.4	None	8.1	8.3	Equal to amount of salary
9.9	5.5	Other	16.3	10.2	Based on salary and age
			3.6	7.4	Double annual salary
			1.8	0	Based on salary and length of service
			0	1.9	Based on salary
			7.2	12.1	Other
			5.4	10.2	No response or N/A

WORKER'S COMPENSATION

Percent		
1984	1986	
90.9	81.5	Paid in full by Agency
5.4	5.5	Agency/Employee share cost
3.6	1.9	None
0	8.3	Other
0	2.8	No response



DISABILITY INSURANCE

LONG-TERM DISABILITY

Percent		
1984	1986	
21.8	22.2	Paid in full by Agency
13.6	8.3	Agency/Employee share cost
12.7	14.8	Paid in full by Employee
46.3	27.8	None
5.4	13.0	Other
	13.9	No response

BENEFITS COMMENCE

Percent		
1984	1986	
43.6	20.4	Immediately
12.6	5.6	Under 30 days
10.9	8.3	After 30 days
2.7	1.9	After 60 days
4.5	8.3	After 90 days
3.6	4.6	After more than 90 days
11.0	11.1	Other
10.9	39.8	No response or N/A

DURATION OF PAYMENTS

Percent		
1984	1986	
7.2	9.3	Less than 5 years
1.8	0	5 to 10 years
6.3	6.5	To age 65
24.5	17.6	Length of incapacity
11.8	8.3	Depending on injury
18.0	5.5	Determined by Board
4.5	2.8	Up to retirement age
11.8	0	Other
13.6	50.0	No response or N/A

BENEFITS PROVIDED AS A PERCENT OF SALARY

Percent		
1984	1986	
52.7	38.0	Yes
47.2	40.7	No
0	21.3	No response or N/A

AMOUNT OF BENEFITS PROVIDED AS A PERCENT OF SALARY

Percent		
1984	1986	
10.0	13.0	Less than 50%
8.1	8.3	50-60%
32.7	12.0	Over 60%
1.8	0	Other
47.2	66.7	No response or N/A

LIABILITY COVERAGE*

(§ 1983 claims and other claims against an employee while performing duty**)

Percent		
1984	1986	
43.6	35.2	Paid in full by Agency
2.7	1.9	Agency/Employee share costs
39.0	36.1	None
11.8	12.0	Other
2.7	14.8	No response

*ACA offers all Professional I & II members an Accidental Death and Dismemberment policy that is included in the membership dues.

**Congress has enacted legislation which is designed to provide remedies for individuals who believe their federal constitutional rights have been violated. This legislation is the Civil Rights Act of 1871, often referred to as "Section 1983" since it is found in that section of Title 42 of the United States Code.

RETIREMENT BENEFITS

Percent 1986	Type of Plan
11.1	State Plan only
.9	Social Security only
26.0	State Plan and Social Security
8.3	State Plan and Deferred Compensation
1.9	Federal Plan and Deferred Compensation
43.5	State Plan, Social Security and Deferred Compensation
1.9	State Plan, Social Security, Deferred Compensation, and Tax Shelter Annuities
5.5	Other (various combinations of retirement plans)
.9	No response

MANDATORY RETIREMENT AGE OR SERVICE PERIOD

All Respondents

Percent		Average (in years)	
48.6	Yes	69.0	Retirement Age
51.4	No	23.75	Service Period

Adult Departments

Percent		Average (in years)	
47.0	Yes	68.9	Retirement Age
53.0	No	20.0	Service Period

Is there a different retirement age or service period for correctional officers? (Adult Departments only)

Percent	
49.0	Yes
51.0	No

PERIOD OF EMPLOYMENT FOR INITIAL ELIGIBILITY

Percent 1986	
61.1	From date of employment
6.5	Within the first year
3.7	At first year
3.7	At 2nd—4th year
6.5	At 5th—9th year
11.1	At or after 10th year
6.5	Other
.9	No response

PERIOD OF EMPLOYMENT FOR INITIAL VESTING

Percent 1986	
14	From date of employment
1	From 1st—3rd year
34	From 4th—7th year
1	From 8th—10th year
51	After 10th year
6	Other
1	No response

EMPLOYEES ABLE TO "BUY BACK" TIME FROM PRIOR PUBLIC SERVICE

Within the State		From out of State or Federal	
Percent		Percent	
1986		1984	1986
78.7	Yes	42.7	38.0
17.6	No	54.5	55.5
3.7	No response	2.7	6.5

FORMULA FOR CALCULATING RETIREMENT BENEFITS

Percent 1986	
2.8	Highest two year average
52.7	Highest three year average
1.9	Highest four year average
13.9	Highest five year average
5.5	Final three year compensation
1.9	Final five year compensation
5.5	Final average pay
1.9	Career average pay
13.0	Other
.9	No response

SECTION III

THE CORRECTIONAL OFFICER
Education, Training & Pay

Let's Appreciate Line Staff

by Anthony P. Travisono
Executive Director
American Correctional Association

Historian William Durant said public order rests on four pillars—family, church, school, and law. In our time, gradual weakening of family ties, religious beliefs, and school authority has thrown a disproportionate burden on the fourth pillar, the law. As they note the incoming tide of offenders and clients, our line correctional staff must feel somewhat uneasy knowing that these are people for whom all else has failed. By line staff, we refer to educators, counselors, probation and parole officers, and correctional officers who must deal face-to-face on a daily basis with a variety of offenders, many of them hardened and violent.

While everyone in criminal justice has too much responsibility and not enough authority to deal with offenders, nowhere is the disparity more glaring than in the case of line staff. They must often make instant decisions with no time to contemplate reaction of the courts, which might later decide these decisions abridge inmate rights. Yet, we continue to place high hopes in our line staff. Their dedication, judgment, and training determine whether we will have a peaceful society.

One little noticed though crucial aspect of the line staff's job is to offer offenders a role model. Most of these offenders have spent their adult lives in a world of drugs, violence, and fraud. Line staff offer offenders, perhaps for the first time in their lives, the opportunity to deal and interact regularly with professionals whose daily living does not include criminal behavior. Line staff are role models who live honestly, making it through hard work and dedication to a positive ideal—the administration of justice.

Unusual Pressure

It is a tribute to the skills of line staff that the incidence of prison violence is much lower than we have any right to expect. Caseloads and crowding are at record levels, putting unusual pressure on all staff, particularly correctional officers and parole and probation caseworkers. Since 1977, 105 correctional staff have died in the line of duty.

Today, those of us in administrative and support positions have a particular duty to line staff. Generally, we must do a better job of persuading legislative bodies to pick up the tab for growing offender populations and to pay staff adequately. Though often said before, it bears repeating that line staff are the backbone of corrections. That backbone will be a lot sturdier and less apt to break if we persuade the public and lawmakers to do their duty.

Reprinted from June 1986 CORRECTIONS TODAY

CORRECTIONAL OFFICERS IN ADULT SYSTEMS

(as of June 30, 1985)

State	Total	White		Black		Hispanic		All Others		Supervisory		Non-Supervisory		Training Level	
		Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
AL	1,801	936	95	682	84			3	1	237	33	1,345	138	39	9
AK	734	479	119	49	5	17	5	41	19	93	19	400	110	93	19
AZ	—														
AR	266	161	32	62	10	1				142	18	75	23	7	1
CA	7,570	3,932	564	1,121	440	1,076	170	224	43	1,125	131	5,147	1,067	81	19
CO	965	760	33	44	3	81	15	25	4	22	2	880	53	8	
CT	1,292	846	72	248	30	82	5	8	1			1,184	108		
DE	790	443	31	254	43	7	1	11		111	9	536	50	68	16
FL	6,049	4,126	585	949	286	71	9	20	3	357	24	4,809	859		
GA	3,124	1,727	192	982	206	10	2	4	1	300	4	2,423	397		
HI	550									112*		306*		132*	
ID	230	193	27	4		5		1		32	2	141	20	30	5
IL	3,007	2,112	232	360	111	49	4	129	10			2,351	313	299	44
IN	2,051	1,341	211	320	166	10		3		334	39	1,340	338		
IA	978	834	87	25	7	14	2	6	3			879	99		
KS	865	656	89	60	30	14	9	2	5	246	35	480	96	6	2
KY	1,032	816	148	47	19	2				232	23	633	144		
LA	3,160	1,761	365	816	198	8		10	2	370	14	1,962	500	263	51
ME	356	321	34	1						54	4	268	30		
MD	2,999	1,512	94	1,041	341	9		2		275	48	1,955	309	334	78
MA	1,763	1,396	119	146	36	45	6	15		1,571[2]	152[2]			31	9
MI	2,753*†	2,185*		568*						407*		2,346*			
MN	852	682	99	43	4	8	1	12	3	67	7	654	98	24	2
MS	992	251*		675*		62*		4*		110	4	595	139	129	15
MO	1,427	1,170	159	71	22	2		2	1	209	18	1,036	164		
MT	276	231	38			2		4	1	60	11	177	28		
NE	499	366	67	37	11	11		7		78	9	343	69		
NV	780	619	65	40	20	17	4	14	1	128	16	559	74	3	
NH	152	134	16	1	1					52	3	36	6	47	8
NJ	3,080[3]	1,824	131	877	151	77	6	14				2,792[3]	288[3]		
NM	862	206	31	24	6	383	99	89	24	83	12	619	148		
NY	12,590	9,706	493	1,487	448	404	32	14	6	1,158	28	9,601	855	852	96
NC	3,979									3,567*		412*			
ND	103	91	8					4		18	1	77	7		
OH	2,552	2,145	227	59	57	16	1	47[4]		360[5]	26[5]	1,865	259	42*	
OK	1,584	1,080	265	106	36	7		73	17	542[5]	101[5]	610	183	114	34
OR	539	407	59	11	6	19	6	24	7	31	6	430	72		
PA	1,789†	1,530	92	145	10	8	1	3							
RI	470	416	21	26	3	2		2				444	23	2	1
SC	1,792	707	138	736	189			20[6]	2[6]	228	30	801[7]	205	434	94
SD	196	159	31		1			5		32	2	118	27	15	2
TN	3,350†														
TX	7,545	4,114	707	1,567	409	674	45	28	1	526	33	5,569	1,100	288	29
UT	327†	264	40	8	2	6		7		19	3	188	26	78	13
VT	245	213	29	3						28	2	188	27		
VA	4,089	1,999	241	1,503	329	15	1	1		339	20	2,504	447	675	104
WA	2,075	1,512	208	187	29	60	11	58	10	269	19	1,384	217	164	22[8]
WV	400	353	40	2	5					69	1	286	44		
WI	1,301	1,135	113	17	3	13	1	18	1	85[9]	4	1,067	104	31	10
WY	190	131	39			16	2	1	1						
Total	96,371	57,982	6,486	15,404	3,757	3,303	438	955	167	14,078	913	61,815	9,264	4,247	683
FBP	4,463	2,792	227	851	194	326	23	48	2	411	10	3,606	436		

Notes:

*Combined Male/Female totals
**Combined total of all races
†Data as of June 30, 1984
[1] GA—Includes Training Level
[2] MA—Includes Non-Supervisory
[3] NJ—Protective Service Employees
[4] OH—Includes 42 Training Level
Officers not broken down by race or gender
[5] OH, OK—Includes posted supervisory positions
[6] SC—Includes Hispanic personnel
[7] WA—Corrections Officers on probationary status

COMPARISON OF THE NUMBER OF CORRECTIONAL OFFICERS AND STARTING SALARIES

(From July 1, 1976 to January 1, 1986)

STATE	NUMBER OF CORRECTIONAL OFFICERS		PERCENT CHANGE	STARTING SALARY (Entry-Level Correctional Officer)		PERCENT CHANGE
	7/1/76	6/30/85	7/1/76 to 6/30/85	7/1/76	1/1/86	7/1/76 to 1/1/86
Alabama	482	1,801	274	$ 7,111	$14,274	101
Alaska	105	734	599	15,744	25,800	64
Arizona	651	2,142	229	9,771	16,172	66
Arkansas	315	266	−16	6,942	13,416	93
California	2,888	7,570	162	13,164	18,612	41
Colorado	157	965	515	10,368	21,576	108
Connecticut	819	1,292	58	9,383	19,412	107
Delaware	187	790	322	7,218	14,428	100
Florida	2,620	6,049	330	7,976	14,261	79
Georgia	1,161	3,124	169	7,278	13,392	84
Hawaii	253	550	117	10,476	14,148	35
Idaho	142	230	62	8,940	15,075	69
Illinois	1,162	3,007	159	9,912	16,404	66
Indiana	980	2,051	109	8,918	13,910	56
Iowa	482	978	102	8,476	16,349	93
Kansas	439	865	97	8,016	15,024	87
Kentucky	500	1,032	106	7,914	12,408	57
Louisiana	1,206	3,160	162	6,348	11,664	84
Maine	224	356	59	6,240	12,937	107
Maryland	1,233	2,999	143	9,300	16,120	73
Massachusetts	1,198	1,763	47	10,228	19,247	88
Michigan	1,169	2,753[1]	136	10,795	16,787	56
Minnesota	675	852	26	10,476	16,120	54
Mississippi	390	992	154	7,716	12,231	59
Missouri	485	1,427	194	7,536	14,400	91
Montana	92	276	200	9,022	13,203	46
Nebraska	294	499	70	7,956	14,132	78
Nevada	210	780	271	8,801	16,000	82
New Hampshire	100	152	52	7,098	14,216	100
New Jersey	1,351	3,080	128	9,813	18,366	87
New Mexico	107	862	706	7,476	13,488	80
New York	5,209	12,590	142	11,410	16,401	44
North Carolina	1,723	3,979	131	8,016	14,568	82
North Dakota	64	103	61	8,364	13,332	59
Ohio	1,603	2,552	59	8,819	14,539	65
Oklahoma	662	1,584	139	7,680	14,145	84
Oregon	262	539	106	10,152	18,744	85
Pennsylvania	1,318	1,789[1]	36	9,869	14,400	46
Rhode Island	250	470	88	9,386	16,858	80
South Carolina	835	1,792	115	7,355	12,394	69
South Dakota	80	196	145	8,322	12,064	45
Tennessee	1,200	3,350[1]	179	6,852	11,844	73
Texas	2,123	7,545	255	8,640	14,544	68
Utah	135	327[1]	142	9,252	15,556	68
Vermont	74	245	231	7,072	10,837	53
Virginia	1,819	4,089	125	7,680	13,403	75
Washington	611	2,075	240	9,612	17,544	83
W. Virginia	378	400	6	7,296	11,604	59
Wisconsin	624	1,301	108	9,506	15,744	66
Wyoming	57	190	233	8,796	—	—
Washington DC	1,220	1,899	56[2]	9,946	17,841	79
Total	41,990	98,569	135			

Notes:

[1] Data as of June 30, 1984

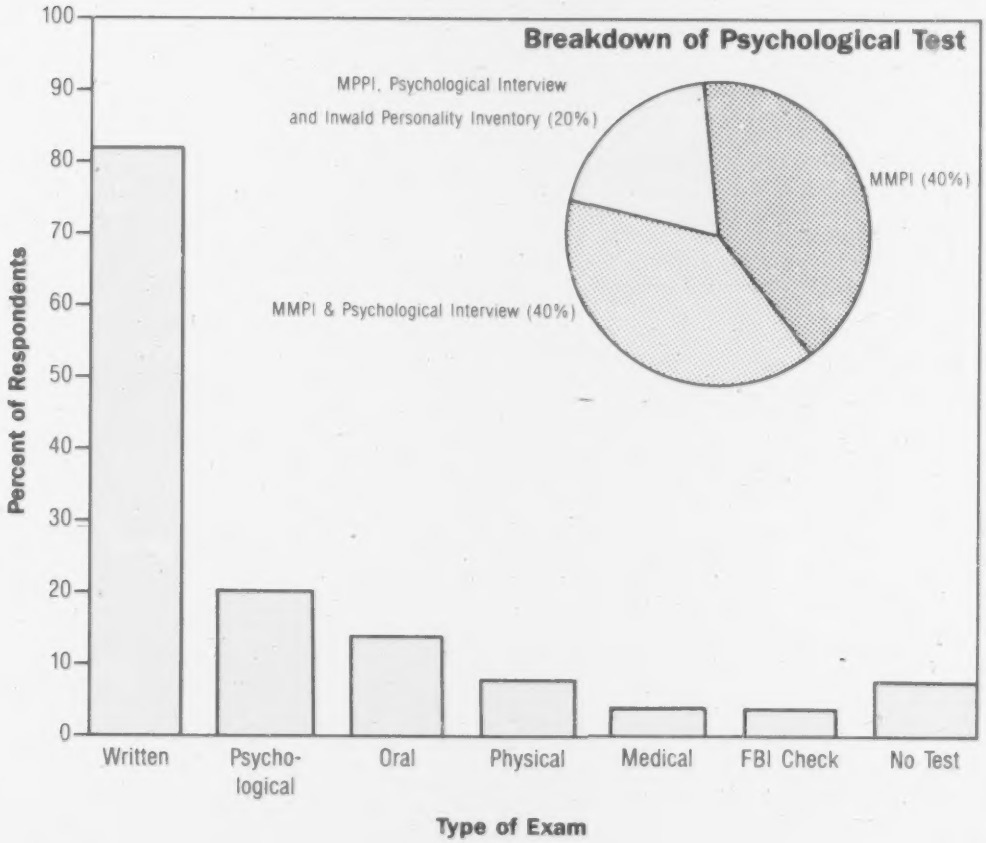
[2] Data as of April 25, 1986

EDUCATION

Level of education required of correctional officers at the entrance level.

Percent 1986	
78.0	G.E.D. and/or High School Diploma•
2.0	Community College Diploma
2.0	15 College Credits
12.0	No educational requiremenets
4.0	Other
2.0	No response

EXAMINATION PROCESS
Correctional Officers



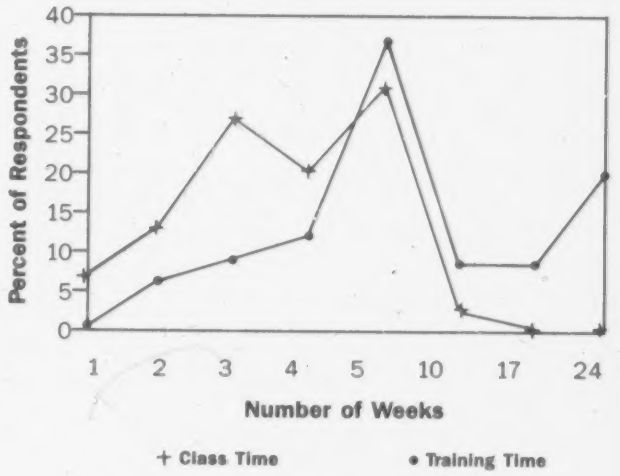
LENGTH OF TIME IN CLASS AND TRAINING BY STATE

State	Amount of Class Time in Weeks	Length of Training in Weeks
Alabama	5-9	5-9
Alaska	—	5-9
Arizona	5-9	17-24
Arkansas	4	over 24
California	5-9	over 24
Colorado	2	3
Connecticut	5-9	10-16
Delaware	5-9	17-24
D.C.	4	5-9
Florida	5-9	over 24
Georgia	2	4
Hawaii	3	over 24
Idaho	4	5-9
Illinois	5-9	17-24
Indiana	2	over 24
Iowa	3	17-24
Kansas	4	5-9
Kentucky	3	5-9
Louisiana	2	2
Maine	—	4
Maryland	5-9	5-9
Massachusetts	4	5-9
Michigan	10-16	10-16
Minnesota	3	5-9
Mississippi	—	4
Missouri	4	5-9
Montana	3	3
Nebraska	2	3
Nevada	3	5-9
New Hampshire	4	over 24
New Jersey	—	5-9
New Mexico	3	4
New York	5-9	10-16
North Carolina	4	over 24
North Dakota	2	—
Ohio	3	4
Oklahoma	5-9	over 24
Oregon	1	3
Pennsylvania	3	over 24
Rhode Island	5-9	over 24
South Carolina	1	4
South Dakota	3	10-16
Tennessee	3	5-9
Texas	3	5-9
Utah	5-9	5-9
Vermont	1	2
Virginia	4	5-9
Washington	—	2
West Virginia	5-9	5-9
Wisconsin	5-9	5-9
Wyoming	—	—

Notes
— No response

As reported by the Public Safety Officers' Benefits Program, there have been 105 correctional officers killed in the line of duty from 1977 to 1985.

LENGTH OF TIME IN CLASS AND TRAINING
Correctional Officers

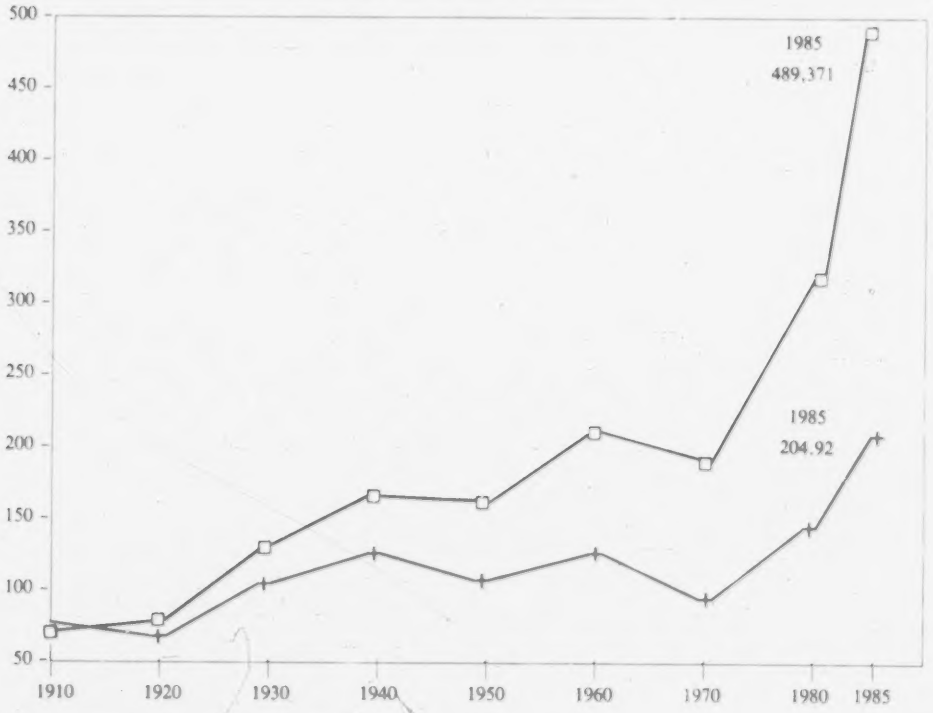


SECTION IV

STATISTICS
Populations, etc.

PRISON POPULATION AND RATE OF INCARCERATION

In State and Federal Facilities



ADULT INMATE POPULATION

(as of June 30, 1985)

State	IN INSTITUTIONS							All Others Male/ Female	Furlough/ Supervised Release	Work Release	Committed But Pending in County Jails	Committed to Other States	Community Homes		Other
	Total	White		Black		Hispanic							State Operated	Contract	
		Males	Females	Males	Females	Males	Females								
AL	10,927	4,169	230	6,188	334			6	10	1,113	475	195			
AK	1,821	951	50	139	7	17	1	656				180		118	
AZ	8,230	4,193	219	1,282	63	1,930	94	449							
AR	4,595	2,160	109	2,200	123			3		267	114	12		14	63
CA	45,795	15,082	943	14,565	715	11,961	633	1,896				1,401	264	1,290	
CO	3,252	1,577	58	607	36	763	29	182	40		233				
CT	5,790	2,004	112	2,415	158	1,054	32	15		8		200		226	882
DE	2,463	944	34	1,315	87	80	1	2	215	180		15			
FL	28,351	12,900	534	12,247	657	1,922	91		630	2,715		53			
GA	16,434	6,362	321	9,232	519[1]					416	909	10			
HI	2,125	439	30	83	10	15	5	1,543							
ID	1,238	1,185**	53**							39		62			
IL	17,642	5,511	222	10,211	386	1,259	18	35				195			
IN	19,666									704					
IA	2,810	2,114	74	522	25	36	2	17		195		72			
KS	4,401	2,486	119	1,442	107	165	5	77	6	145		71			163
KY	4,915	3,246	125	1,461	81	1		1			869[2]			171	
LA	10,817	2,871	116	7,497	258			75		108	2,886			55	
ME	1,138	1,075	29	16		4		14	10	120		24		16	
MD	12,773	3,432	143	8,877	301			20		373	63			158	25
MA	5,043	3,025	165	1,334	85	387	35	12	507	308		39		170	
MI	16,152	6,630*		9,191*		205*		126	600				1,132	508	
MN	2,458	1,562	54	569	23	64	1	185							
MS	5,339	1,457	101	3,600	160	8		13			943				
MO	9,495	4,976	209	4,140	150	6	2	12		401		107	349	275	
MT	927	676	22	14	1	26		188	27	7		26	33	71	
NE	1,755	933	36	553	35	53		85	43[3]			39			
NV	3,630	2,020	99	1,039	95	234	5	138							
NH	605	581	1	18		5				37	16	81	6		14
NJ	10,611	2,951	99	6,060	238	1,231	17	65	184	293	1,300	22	50	135	244
NM	2,120	682	34	218	9	1,024	44	109	24			91			
NY	34,688[4]	7,344	297	16,926	666	8,941	319	195	54	1,052	553				
NC	17,181								1,466	1,475					
ND	437	351	4	7	1	4		70		5					
OH	19,861	9,821	442	8,989	609							21	262	390	
OK	8,317	4,993	318	2,266	164	123	5	508	685	306		15		176	
OR	4,132	3,401*		438*		157*		136	563						
PA	13,834	5,807	184	7,522	308			13	42				296	7	
RI	1,316	843	25	336	25	81	4		19	116		33			7
SC	8,812	3,214	175	5,122	276	11		14		907		22		32	2,303
SD	969	691	23	16				239		22		34			
TN	7,766								66	580					
TX	38,028								85			95			
UT	1,333	888	29	113	5	259	7	32				36	65		
VT	583	558	15	3		3		4	23[5]		12	31		4	
VA	10,997	4,293	161	6,201	279	18	1	44		159	96				487
WA	6,783	4,570	132	1,219	72	370	12	408	3	564	75	93			
WV	1,506	1,201	49	240	16					130					
WI	5,236	2,777	101	1,794	96	288	7	173		125					
WY	635								5	10					
Total	445,780	148,946	6,296	158,227	7,180	32,705	1,370	7,780	5,307	12,860	8,844	3,275	2,457	3,816	4,188
FPB	43,591	21,885	1,144	9,930	829	8,471	394	938	78	3					4,286
DC	6,496	132	36	6,041	246			41	87	29		1,415	208	88	

Notes:

*Combined male/female totals.
**All races combined.

[1] GA—Includes Hispanic and All Others.
[2] KY—Includes 94 being held out-of-state.
[3] NE—June 30 was on a weekend when furloughs are more likely to be taken.
[4] NY—Excludes 714 Parole Violator Detainees.
[5] VT—Includes Work Release.

Other includes: AL—Fed/Mental; AR—Early Release; CT—Re-entry Furloughs, Home Supervised Release, Oarike; MD—Contract Jails; NE—Out to Court, Escape Status; NJ—County Assistance and Contract; RI—Medical facilities; SC—Designated Facilities, hospitalized inmates, other state agencies, or community programs; VA—Community Diversion Incentive.

ADULT INMATE POPULATION BY SECURITY AND AGE

(as of June 30, 1985)

State	Maximum		Medium		Minimum		Other		Under 18 in Adult Systems		Over 55	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AL	91*		4,496*		3,297*		3,043		668		455	
AK	312	16	673	37	485	25	273		12		55	
AZ	1,211	65	3,635	80	2,507	229	503		25		248	
AR	—	—	—	—	—	—	—		67		380	
CA	5,299		19,176		18,804		2,516		31		728	
CO	735		1,343		668		506				55	
CT	1,963		3,416		105	306			206		66	
DE	161	22	974	19	1,006	66	215				57	
FL	10,124	480	6,280	297	9,582	454	1,134		446		558	
GA	—	—	—	—	—	—	—		2,325		471	
HI	71	13	1,288	72	274	24	383		5		43	
ID	284	17	480	18	320	11	108		2		50	
IL	8,066	403	5,800		2,579		794		83		233	
IN	3,560*		5,569*		704*		9,833		188		226	
IA	644	13	1,627	65	359	18	84		8		57	
KS	741	2	1,548	15	1,282	174	639		80		76	
KY	843		2,660	165	1,156	39	52		2		166	
LA	4,744	374	3,834		1,790		75		—		—	
ME	473		275	18	266	6	100		—		—	
MD	2,637	2	7,974	375	1,209	34	542		87		193	
MA	676		2,596	241	775	28	727		10		93	
MI	5,192*		4,851*		4,171*		1,938		765		—	
MN	1,265	48	527	16	465	16	121		15		28	
MS	613	27	2,706	142	1,758	93			30		151	
MO	1,899	47	3,705	97	3,528	219			320		148	
MT	86	2	310	21	330	3	175		1		39	
NE	548	21	363	12	492	24	295		26		—	
NV	850	34	1,901	64	613	35	133		—		—	
NH	58		456		90	1			1		13	
NJ	—	—	—	—	—	—	—		5		96	
NM	584	1	925	87	372	4	147		1		42	
NY	16,535	500	13,958	674	2,423	59	539		888		1,119	
NC	1,627*		7,312*		8,040*		202		180		117	
ND	375	8			54						14	
OH	5,007	58	11,962	750	1,841	243			—		—	
OK	1,090	194	2,711	96	2,787	74	1,365		17		224	
OR	1,709		1,037	111	668	44	563		—		—	
PA	6,173		5,808	408	1,082	60	303		16		335	
RI	368	15	268		285	15	363		1		22	
SC	3,415	1	478*	345*	4,468	105			74		232	
SD	475*		146*		255*		933		—		—	
TN	266*		6,057*		1,443*				5		162	
TX	—	—	—	—	—	—	—		43		924	
UT	59		837	43	394				1		37	
VT	55		274	13	197		44		19		9	
VA	2,820	38	4,812	216	2,441	155	515		26		244	
WA	926	70	3,476	71	1,875	87	278		9		204	
WV	217		819	1	270		199		—		—	
WI	2,385	218	1,179		1,454				14		91	
WY	255*		230*		108*		72		—		—	
Total	97,457	2,689	150,752	4,569	89,072	2,651	28,872		6,702		8,461	
FBP	1,298	7	27,997	845	11,881	1,563					1,771	
DC	2,953	285	2,359		393		506		22		109	

Notes:
—Information not made available at time of publication.
*Combined Male/Female totals.
[1] AK, CO, ID, NC, OH, VT—Includes Close
[2] CO, LA, WI—Includes Women (all securities).
[3] SC—Includes Maximum/Medium
[4] SC—Includes Medium/Minimum
[5] NYC—Inmates classified as special or general population.
[6] BC—Includes all securities.

"Other" includes: AL, AZ, DE, HI, IA, OK, RI, WA—Unclassified/Unassigned; AL, CO, NE, NV, OK, PA—Community/Community Trustee; CO, NM—Diagnostic; MT, NM—Reception; IL—CCC and Contractual; KY—KCPC; LA—Sheriff's maintenance/work release; MD—PRU's; MN—Protective Custody; MT—Close and Administrative Segregation; NC—Death Row Safekeeper and PSD; OR—Furlough; PA—Contract group homes; RI—Pre-trial; VT—Segregation/Hold; WY—Farm; and DC—Youth.

JUVENILES UNDER SUPERVISION

(as of June 30, 1985)

		SECURE								NON-SECURE											
		Institutions/ Training Schools		Detention		Diagnostic		Others		Day Care/ Foster Care		Residential/ Halfway House/ Community		Group Homes		Others		Average Age of Entering Offenders	Under 16 Years Old	16 to 18 Years
State	Total	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem			
AL	522	344	61			47	9							36	13	12		15.70	198	324
AK	493	90	14	70	19					71	9	160	60					16.60		
AZ	1,066	694	115							77*				130*		50*				
AR	2,878	237	44			5	1			6	11	144	97	1,569	764			15.00		
CA	6,677	6,184	290	99*		69*						34	1					17.70	373	3,640
CO	607	330	21	171	28					2		52	3					15.50	160	413
CT	173	152	21															14.78	148	25
DE	182	122	7	47	6															
FL	3,186	597		1,143*								621*		152*		673*				
GA	8,302	553	70	272	81							492	120	140	62	6,512*				
HI	81	69	12															16.00	23	58
ID	364	100	10			11	3			70*		72*		68*		30*				
IL	2,435	1,289	95							6		16	1	23	2	947	56	15.70	893	1,542[2]
IN	719	523	153									41	2					16.00	287	389
IA	251	215	36															16.30	117	134
KS	1,473	383	85	37*		38*						250*		321*		359*		16.10	499	976
KY	3,640	935	211							198	112	459	439	199[3]	120[3]	674[3]	293[3]	16.50	966	1,237
LA	1,427	707	87									543*				90*		14.20		
ME	326							225	22							75	4			
MD	1,694	872	100	174	6	40	5			189*		131	39	106	32			14.00	720	929
MA	1,536			91	28			117	20	107*		899*		124*		150*		15.58	600	936
MI	1,074	522	40	50	15					345*[4]		102*						16.00		
MN	165	151	14															16.30	30	135
MS	390	355	35															15.50		
MO	789	140*				13*		102*						70*		394*		15.80		
MT	227	125	50		1	11	9		1					11	12	3	4		96	226
NE	184	129	28			13	14											15.50	76	108
NV	547	166	99							11	9	3		13	8	162	76	16.00		
NH	236	82	26	10	1			11	4			17				68	17	15.20	77	139
NJ	706	509	10							173	5					9		16.00	293	682
NM	431	253	26			80	30					39	3					16.60	113	318
NY	377	363	12							1		1						15.50	51	326
NC	726	574	112	36	4														634	92
ND	86	60	24					2										15.60	66	53
OH	1,830	1,684	146															16.20	495	1,306
OK	991	200*				237*		83*		95*		63*		210*		103*		16.00		
OR	933	350	91	5				179*		58*				144*		106*		15.80	504	992
PA	902	230*								151*		289*		232*				16.25		
RI	182	91	16	21		13	6	7	7			20	1					15.50		
SC	710	390	58			115	19			40	22			31	35			14.20	490	220
SD	160	83	11					47									19	16.00	64	96
TN	812	659	72											32	49			16.00	112	700
TX	1,977	949	125	1		83	19	49	17	58	16	335	62	177	39	47		15.50	642	1,335
UT	418	46		18		32	2			275	25					19	1	16.70	111	309
VT	—																			
VA	1,783	555	133	489	121	74	13			55	10	38	3	292*				15.70		
WA	952	626	47			25	2					132	3	112	5			15.38	393	916
WV	109	75	9			25												16.25	18	91
WI	646	400	27			113	4	28	6	1		34	5	24	4			16.20	149	497
WY	320	177	143																	
Total	56,625	24,340	2,786	2,734	310	1,044	136	850	77	1,989	219	4,987	339	4,216	1,145	10,483	470			

Notes:
*Combined Male/Female totals.
—Information not made available at time of publication.
[1] DE—Incarcerated population only.
[2] IL—16-21 years.
[3] KY—Total served by program area, may have been included in other programs.
[4] MI—Includes Group Homes

"Other" includes: AL—Wilderness Program; AZ—Conservation Camps, FL—Non-secure detention and non-resident commitment; GA—Attention Homes; IL—Parole/MSR; KS—Family; KY—Day Treatment; LA—State hospitals and schools; MA—Secure Treatment; MO—Primary Care and Aftercare; MT—Non-secure Evaluation; NV—Home/Relative Placement or Independent Living; NH—Aftercare; NJ—contract residential; NM—Community Corrections/Residential Diversion; ND—Drug and Alcohol Center; OK—Central Oklahoma Juvenile Treatment Center and Private Placements; OR—Camps, Home Visits, Authorized Absence, Off Campus Hospital, and Unauthorized Absence; PA—Psychiatric, SD—Youth Forestry Camp and Work Therapy; TX—Residential and Camps; UT—Hospital; WI—Trial Foster Home and Furlough.

CLIENTS ON PROBATION/PAROLE/AFTERCARE

(as of June 30, 1985)

	ADULT									JUVENILE							
	PROBATION				PAROLE				DIVERSION (OTHER)	PROBATION				PAROLE/AFTERCARE				DIVERSION (OTHER)
State	Total	Male	Female	Other State Cases (Other)	Total	Male	Female	Other State Cases	Total	Total	Male	Female	Other State Cases (Other)	Total	Male	Female	Other State Cases	Total
AL	17,552	16,467*		1,085	2,526	2,202*		324		COURTS				COURTS				
AK	1,936	1,685	89	162	252	202	11	39		1,567	1,226	231	110	11			11	
AZ	COUNTY				2,964	2,303*		661		COUNTY				643	643*			
AR	8,288	4,488	1,600	2,200	3,012	2,318	178	516		COUNTY				COUNTY				
CA	COUNTY				28,169	24,454	2,033	1,682		COUNTY				4,917	3,590	248	79	
CO	COURTS			938	—			305	(1,883)	COURTS				339	326	13		1,564
CT	48,000	46,741*		1,259	878	791	87	207	429	COURTS				516	451	65		
DE	6,969	5,854	1,115		934	878	56		890	900	900*							
FL	66,681	51,032	11,970	3,679	5,679	3,863	906	910	4,012	9,773	8,217	1,451	105	1,958	1,626	310	22	(37)
GA	89,568	75,993	13,575	16,261					1,231	3,136				958				547
HI	COURTS									COURTS				7	7		2	(5)
ID	2,251	1,888	363		345	313	12			154				567	481	86		
IL	COURTS				9,173	8,825	348			COURTS				1,011	955	56		
IN	COURTS				2,783	2,253	143	387		COURTS				524	440	71	13	
IA	11,215				1,984	1,346	106	542		COURTS				COURTS				
KS	COURTS			613	1,608	1,299	124	185		COURTS				152	130	22		
KY	6,538	5,967*		571	3,458	3,209*		249	49	1,528	417	1,111	864					25,275
LA	24,723	19,656	3,833	1,234	3,935	3,026	234	675		2,943	2,878*		65	251	243*		8	384
ME	3,353	2,900	278	175	108	51	1	56		732	630	97	5	219	192	27		
MD	74,818	62,085	11,542	1,191	4,975	4,333	105	437	(1,661)	6,371	5,502	869		2,159	1,963	196		
MA	104,000	94,200	9,800		3,830	3,638	192	247		15,000	13,000	2,000						
MI	30,201				7,809					3,485	2,807	678		DSS&CTS				
MN	6,641	5,727	914		1,150	1,111	39			46	33	13		264	215	49		
MS	6,420	4,892	1,001	527	3,096	2,762	176	158	113	2,751				546				
MO	23,716	19,574	4,142	(2,600)	4,595	4,341	254		(342)	99	37*		62	35	21*		14	
MT	3,139	2,511	398	230	683	575	44	64	(3)	COURTS				250				
NE	19,000				392	307	11	74		21	18	3		193	160	12	12	
NV	5,473	5,226*		247	1,288	1,187*		101		COURTS				282	176	93	13	
NH	2,647	1,802	327	518	503	413	15	75		349	288	31	30	86	68	17	1	
NJ	43,672				12,516	12,016	500	589		9,627				1,442	1,416*		26	
NM	3,962	2,702	678	582	969	1,108	50	139		COURTS			14	129	105	18	6	
NY	103,632*	79,031	12,237	5,950	26,103	24,962	1,141			1,218	1,092	126		385	366	19		
NC	56,908*	47,175	9,733		3,737	3,524	213			COURTS				COURTS				
ND	1,574	1,230	191	147	175	145	4	26		DHS&CTS				203	74	31	98	
OH	7,824	6,188*		1,636	7,137	6,550*		587		COURTS				1,613	1,452	161		
OK	20,274	19,007*		1,267	2,016	1,512*		504	22,290	590	590*			675	587*		88	(1,493)
OR	23,071	19,277	3,115	679	2,008	1,729	82	197	32	COURTS				563	533*			(30)
PA	4,876	2,600	413	1,863	11,107	10,095	525	487		COURTS				COURTS				
RI	6,842	6,667*		175	466	394*		72		1,828	1,820*		8	128				
SC	18,102	15,310	2,792		2,991	2,793	198			3,372	2,563	809		365	310	55		1,135
SD	317	18	142	157	943	87	791	65	(813)	41	4	37	41	674	108	561	5	
TN	12,715	11,576*		1,139	7,784			492	(60)	1,419				1,959				
TX	252,524	219,696	32,828		34,727	32,907*		1,820		COUNTY				2,559	2,085	298	176	
UT	6,955	5,807	1,148	(157)	1,251	1,169	82		32	COURTS				53	53	0		
VT	4,758	4,758*			268	268*				—				+				
VA	16,601	12,068	3,093	1,440	5,567	5,250	317		487	7,363	7,363*			672	672*			(3,665)
WA	18,906	14,619	3,200	1,087	4,470	4,028	198	244		COURTS				488	457	31		
WV	777	292	65	420	817	619	43	155		DHS&CTS			31	48	40*		8	
WI	24,429	19,403	4,491	535	2,291	1,984	123	184		COUNTY			33	188	160	26	2	
WY	1,682	1,269	217	196	356	284	18	54		267	220	31	16	49	45		4	
USC	49,542				16,457													
DC	COURT				1,916	1,531	103			COURT				282	282	0		

Notes.

—Information not made available at time of publication.
*Combined male/female totals.
+ VT—There is no functional juvenile parole system.
1 CA—CYA only.
2 DE—Approximate total.
3 FL—Plus 3,449 Pre-trial intervention.
4 FL—Plus 181 absconders
5 GA—Child support
6 GA—Includes "unofficial probation"
7 MD—Mandatory Release
8 NY—Total includes 6,414 youths sentenced by adult courts.
9 NC—Includes 375 dual supervision (p/p).
10 ND—Includes some probation.
11 OH—Adult Parole Authority only. Estimated additional 25,000 county probation cases.
12 SC—Estimates based on a 10-county sample.
13 TN—Plus 499 diversion.
14 WA—Plus 2,662 convicted after Sentencing Reform Act (1981).

CORRECTIONAL DEPARTMENTS/ INSTITUTIONS UNDER COURT ORDER

(as of June 30, 1985)

	Adult					Juvenile				
State	Entire Dept. Under Order	Master or Monitor Assigned	One or More Inst. Under Order	Master or Monitor Assigned	How Many Institutions	Entire Dept. Under Order	Master or Monitor Assigned	One or More Inst. Under Order	Master or Monitor Assigned	How Many Institutions
AK	Yes	Yes	Yes	Yes		No		No		
AZ	No		Yes	Yes	1	*				
CA	No		Yes	Yes	2	No		No		
CO	No		Yes	No	4	No		No		
FL	Yes	No	No			No		Yes	Yes	2
GA	No		Yes	No	3	No		No		
HI	Yes	Yes	Yes	Yes	2	*				
ID	No		Yes	Yes	1	No		No		
IL	No		Yes	No	1	*				
IN	No		Yes	No	2	*				
IA	No		Yes	Yes	1	No		No		
KS	No		Yes	No	1	No		No		
KY	Yes	No	Yes	No	3	No		No		
LA	Yes[1]	No	No		15	*				
MD	No		Yes	No	4	No		No		
MA	No		Yes	No	1	No		No		
MI	Yes	No	Yes	No	5[2]	No		No		
MS	No		Yes	No	1	No		Yes	No	1
MO	No		Yes	No	1	No		No		
NV	Yes[3]	Yes	Yes[4]	Yes	1	No		No		
NH	No		Yes	No	1	No[5]		No		
NM	No		Yes	Yes	4	*				
NY	No		Yes	Yes	1	No		No		
OH	No		Yes	No	3	No		No		
OK	No		No			Yes	No[6]	Yes	No[6]	4
OR	No		No			No		Yes	No	1
PA	No		No			Yes	Yes			
RI	Yes	Yes	Yes	Yes	7	Yes	No	No		1
SD	No		Yes		1	*				
TN	No		Yes	Yes	11	*				
TX	Yes	Yes	No			No		No		
VA	No		Yes	No	1	*				
WA	No		Yes	No	2	No		No		
WV	Yes	Yes	Yes	Yes	2	*				
DC	No		Yes	No	4	N/A				
CCO	No		Yes	No	7	*				
NYC	No		Yes	No	7	No		No		
PHL	Yes	Yes	Yes	Yes	3	*				

Notes:

*Combined adult and juvenile departments.

[1] LA court order is to *maintain* certain minimum levels of security and medical personnel and to set maximum allowable populations.

[2] MI-4-*USA* v. *MDOC*, USDC-WS CA. No. G84-63 CA 1-*Hadix, et al* v. *Johnson, et al*, USDC-ES CA No. 80-73581

[3] NV—Stipulated settlement agreement regarding mental health requirements.

[4] NV—Consent decree and stipulated settlement agreement regarding conditions of confinement of Nevada State Prison only.

[5] NH—Court order (State) limiting population in each individual cottage. Daily count sheets provided to Legal Assistance.

[6] OK—Currently negotiating with the court for a monitor.

As of June 30, 1985, the following states had no correctional departments or institutions under court order: AL, AR, CT, DE, ME, MN, MT, NE, NJ, NC, ND, SC, UT, VT, WI, WY, and FBP.

WARDENS AND SUPERINTENDENTS IN ADULT AND JUVENILE SYSTEMS

(as of June 30, 1985)

State	ADULT									Female Wardens in Male Facilities / Male Wardens in Female Facilities		JUVENILE									Female Wardens in Male Facilities / Male Wardens in Female Facilities	
		Total		White		Black		Hispanic (Others)					Total		White		Black		Hispanic (Others)			
	Total	M	F	M	F	M	F	M	F			Total	M	F	M	F	M	F	M	F		
AL	13	11	2	10	2	1				1		5	5									2
AK	10	8	2	7	2	1				2	7	3	3		3							
AZ	—											•										
AR	10	9	1	9			1					2	2									
CA	14	13	1	9		2	1	2				—									1	1
CO	9	8	1	8	1					1	1	11	10	1	8	1	1		1		1	1
CT	14	11	3	10	2	1	1			2		—										
DE	5	4	1	2		2	1					4										
FL	36	34	2	32	1	2			1	1	1	—										
GA	42	40	2	33	1	7	1			1	2	4	4		2		2					1
HI	8											•										
ID	5	5		5							1	1	1		1							
IL	30	24	6	18	3	6	3			4		•										
IN	22	19	3	18	3	1				2	2	•										
IA	8	7	1	6	1	1						1	1		1							
KS	11	10	1	8		2	1			1	3	2	1	1	1	1					1	1
KY	10	8	2	8	2					1		41	30	11	28	11	2				4	2
LA	13	13		10		3					1	•										
ME	3	3		3							1	•										
MD	17	12	5	8	4	4	1			4		—									1	1
MA	20	17	3	16	3	1				2	1	10	8	2	6	2	1		1		1	
MI	14	11	3	7	2	4	1			2		12	9	3	9	3					3	1
MN	9	8	1	8	1							•										
MS	1	1		1								3	3		2		1					1
MO	34	31	3	27	2	4	1			1	2	19	17	2	16	1	1	1			2	1
MT	3	3		3							1	•										
NE	14	12	2	10	2	2				1	1	•										
NV	5	4	1	3	1	1						2	2		2							1
NH	1	1		1								2	2		2							2
NJ	11	10	1	8	1	2				1	1	•										
NM	17	14	3	8	3			6			1	•										
NY	48	43	5	37	3	5	2	1		2		50	40	10	21	7	19	3			5	9
NC	84	78	6	67	5	10	1	(1)			1	9	8	1	6	1	2					
ND	1	1		1								•										
OH	12	11	1	9	1	2						14									2	1
OK	21	21		19		2					3	4	4		2		2					4
OR	5	3	2	3	2					1		2	1	1	1	1						
PA	10	8	2	7		1	2					—										
RI	7	6	1	6	1							—										1
SC	27	23	4	20	4	3				4	1	4	4		4							1
SD	2	1	1	1	1					1		•										
TN	21	19	2	15	2	4						•										
TX	24	23	1	20	1	1		2			1	—										
UT	—											—										
VT	6	6		6							1	—										
VA	44	40	4	35	4	5				1		•										
WA	14	13	1	12	1			(1)				5	4	1	4	1						
WV	5	4	1	3	1	1				1		•										
WI	10	8	2	7	2	1				1	1	•										
WY												•										
Total	750	659	83	564	65	82	17	14	1	38	34	210	159	34	119	29	31	4	2	0	21	31
FBP	46	45	1	38		5	1	(2)				—										

Note
[1]Includes co-ed facilities
•Combined adult and juvenile departments
—Information not made available at time of publication

PROBATION AND PAROLE/AFTERCARE PERSONNEL

(as of June 30, 1985)

State	ADULT			JUVENILE		
	Probation	Parole	Administrative	Probation	Parole/Aftercare	Administrative
AL	139[pp]		11	10[pp]		2
AK	74[pp]		27	47[pp]		8
AZ	CD	52	9	CD	23	5
AR	48	50	13	CD	JC	
CA	CD	617	25	CD	175	39
CO	JD	32	3	JD	10	1
CT	151	14	53	62	14	31
DE	63[pp]		10	17[pp]		5
FL	1711[pp]		37	354[pp]		41
GA	409	167	96	171[pp] + JC		45
HI	DC	10	2	DC	1	1
ID	44[pp]		10	5	28	5
IL	JC	81	9	JC	49	15
IN	CD	54	11	CD		
IA	JD	JD	12	JD	595	1
KS	JD	41	3	JD	—	
KY	195[pp]		35	1085[pp]		15
LA	247[pp]		24	—	—	
ME	57[pp/aj]		16			
MD	643[pp]		23	1000[pp]		—
MA	1053[aj]	79	—		—	—
MI	550[pp]		124	DC	118	8
MN	61[pp/aj]		8			
MS	100[pp]			78[pp]		4
MO	387[pp]		78	JC	33	
MT	30[pp]		4	JD	9	
NE	85[aj]	20	28		8	2
NV	118[pp]		6	JD	12	1
NH	27[pp/aj]		6		8	1
NJ	1130[aj]	374[aj]	280[aj]			
NM	95[pp/aj]		25	JD		
NY	CD	847	66	CD	CD	CD
NC	492	53	33	244[pp]		35
ND	18[pp]		5	12[pp]		1
OH	115 + CD	239	117	8	98	29
OK	163[pp]		4	192 + CD	347	117
OR	279		30	CD	31	
PA	272[pp] + CD		50	CD	CD	
RI	33	2	6	35	5	2
SC	285[pp]		25	121	7	13
SD	50[aj]	12[aj]	24			
TN	— + CD	107	19	— + CD	—	
TX	1722	606	140	CD	82	
UT	145[pp]		21	80	44	13
VT	60[pp]		14	103[pp]		29
VA	847[pp/aj]		67			
WA	309[pp]		11	JC	41	6
WV	31[pp] + JD			53[pp] + JD		155
WI	465[pp]		21	CD	11	
WY	41[pp/aj]			— + CD	— + CD	
FPB	1902					
DC	159[aj]	36	46		6	2

Notes:
—Information was not made available at time of publication.
aj—Combined adult and juvenile totals.
pp—Combined Probation and Parole/Aftercare personnel.

Services by:
CD—County Departments
DC—District Courts
JC—Juvenile Courts
JD—Judicial Districts

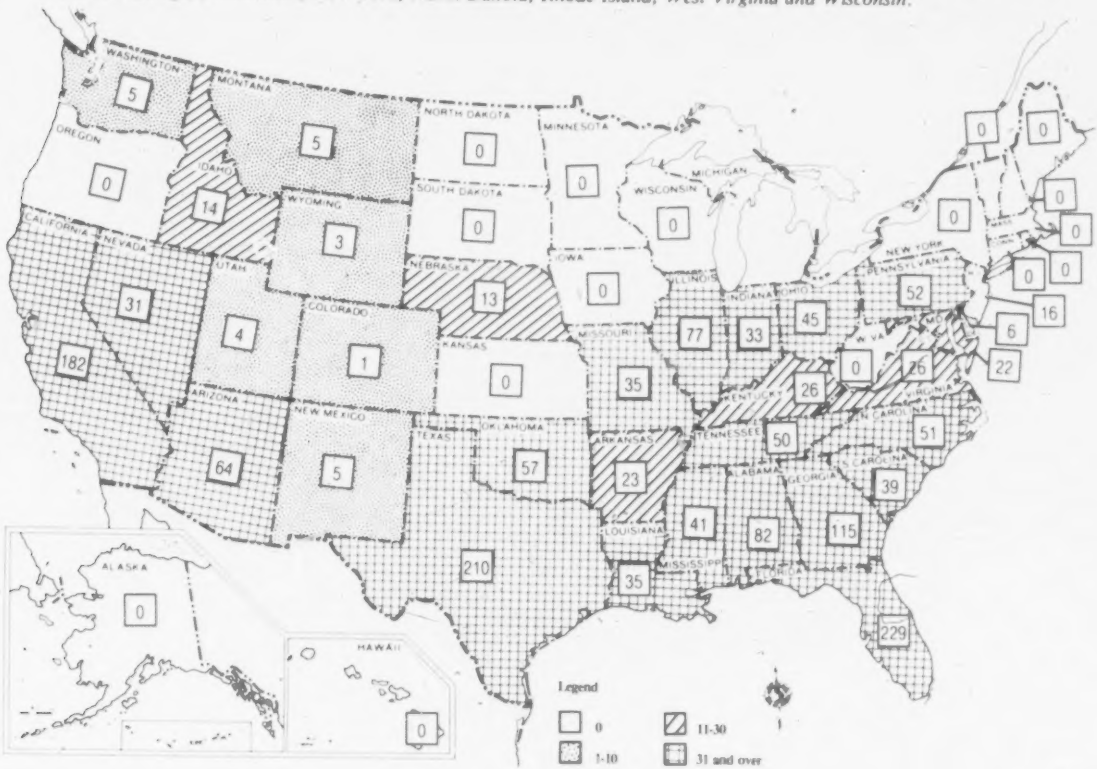
DEATH SENTENCE SURVEY

(as of June 30, 1985)

STATE	DEATH SENTENCE		DEATH ROW MAINTAINED		NUMBER OF PRISONERS SENTENCED TO DEATH												METHOD OF EXECUTION				
						White		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaskan Native		Other		Lethal Injection	Hanging	Electrocution	Firing Squad	Gas Chamber
	YES	NO	YES	NO	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F					
AL	X		X		82	27	1	53	1											X		
AK		X			0																	
AZ	X		X		64	49		6		6				2		1						X
AR	X		X		23	14	1	7		1								X		X		
CA	X		X		182	86		65		27						4						X
CO	X			X	1	1																X
CT	X			X	0															X		
DE	X			X	6	3		3											X			
FL	X		X		229	134		79	1	9						6				X		
GA	X		X		115	57	2	55	1											X		
HI		X			0																	
ID	X		X		14	12	1			1								X			X	
IL	X		X		77	23		45		9								X				
IN	X		X		33	16	1	14		2										X		
IA		X			0																	
KS		X			0																	
KY	X		X		26	20		6												X		
LA	X		X		35	18		17												X		
ME		X			0																	
MD	X		X		22	6	2	14														X
MA	X				0																	
MI		X			0																	
MN		X			0																	
MS	X		X		41	17	1	23										X				X
MO	X		X		35	18		17														X
MT	X			X	5	4		1										X	X			
NE	X		X		13	10		2						1						X		
NV	X		X		31	19	1	9	1							1		X				
NH	X		X		0														X			
NJ	X		X		16	9	1	6										X				
NM	X		X		5	2		1		2								X				
NY		X			0																	
NC	X		X		51	19		30		1				1				X		X		
ND		X			0																	
OH	X		X		45	23	1	19	1	1										X		
OK	X		X		57	40	1	12						2		2		X				
OR	X			X	0													X				
PA	X			X	52	24		26		2										X		
RI		X		X																		
SC	X		X		39	18		21												X		
SD	X			X	0													X				
TN	X		X		50	32		17						1						X		
TX	X		X		210	101	2	76		31								X				
UT	X		X		4	2		2										X			X	
VT	X			X	0															X		
VA	X		X		26	11		14				1								X		
WA	X		X		5	3		1				1						X	X			
WV		X																				
WI		X																				
WY	X		X		3	3												X				
1985 Totals	38	12	29	9	1597	821	15	641	5	92	0	2	0	7	0	14	0	16	4	16	2	6
1984 Totals	38	12	30	20	1388	716	13	577	5	63	0	6	0	8	0			14	4	18	2	7
1983 Totals	38	12	31	19	1173	598	11	499	3	52	0	4	0	6	0			11	4	17	2	8
1982 Totals	37	13			999	525	9	410	3	42	0	4	0	5	0			5	5	17	2	9
1981 Totals	38	12			821	445	8	333	1	30	0	2	0	2	0			4	4	18	1	10
1980 Totals	37	13			684	386	6	257	4	28	0	2	0	1	0			4	4	18	1	10
FBP*	X			X	0																	

PRISONERS UNDER DEATH SENTENCE, BY JURISDICTION, AS OF JUNE 30, 1985

Note: For the period covered, there were no statutory provisions for capital punishment in Alaska, Hawaii, Iowa, Kansas, Maine, Michigan, Minnesota, New York, North Dakota, Rhode Island, West Virginia and Wisconsin.



At the end of 1985 there were 1,642 inmates under a sentence of death; 18 persons were executed during the year.

Notes:

1. Act 774 of 1983 changed method to lethal injection, with clause allowing those already under death penalty the option of electrocution.
2. Individual has choice of manner of death.
3. Legislation is pending which would change method of execution to lethal injection.
4. On July 1, 1984, the Court of Appeals found the New York State death sentence unconstitutional. The only sentenced prisoner on death row was then removed from the condemned unit.
5. As of Nov., 1982, sentenced prisoners were taken out of general population and put into Administrative Maximum Custody.
6. Manner of execution is in accordance with laws of State in which Federal sentence is imposed. The sole offense for which capital punishment is available is Aircraft Piracy, 49 U.S.C. 1472 (i). S. 1765 would amend Federal criminal laws to provide procedures to utilize the death penalty for other offenses, such as homicide, where it is now authorized but cannot be used because of procedural inadequacies. Legislation is supported which proposes the death penalty for those inmates serving life sentences who murder while incarcerated.

ABOUT BJS. . .

This section on statistics would not be complete without mention of the U.S. Department of Justice, Bureau of Justice Statistics (BJS). The 1984 *Vital Statistics in Corrections* excerpted some outstanding information from the then newly released *Report to the Nation on Crime and Justice*. Work has now begun on the second edition of this Report, a major effort of BJS and one to be applauded. The Report was a landmark document in that it was the first attempt to describe crime and the justice system in a comprehensive, nontechnical format. Nearly 75,000 copies of the first edition were sold or distributed.

The Bureau of Justice Statistics has developed a program that responds to the diverse requirements of the 1979 Justice System Improvement Act and the 1984 Justice Assistance Act. To fulfill this objective, BJS collects, analyzes, publishes and disseminates statistical information on crime, victims of crime, criminal offenders and operations of justice systems at all levels of government; provides financial and technical support to state statistical and operating agencies; analyzes national information policy on such issues as the privacy, confidentiality and security of criminal justice data and the interstate exchange of criminal records.

Because of the importance to public policy of changes in the crime rate, it is crucial that the Nation have available to it sound and accurate statistics measuring the amount and characteristics of crime over time.

Crime

The Bureau's largest statistical series is the National Crime Survey (NCS)—the Nation's only systematic measurement of crime rates and the characteristics of crime and crime victims using national household surveys. The NCS measures the amount of rape, robbery, assault, personal larceny, household burglary and larceny, and motor vehicle theft experienced by a representative sample of the U.S. population. It provides detailed data about the characteristics of victims, victim-offender relationship, and the criminal incident, including the extent of loss or injury and whether the offense was reported to the police. The survey conducts interviews at 6-month intervals in about 54,000 U.S. households, asking 114,000 persons who are at least 12 years old what crimes they experienced since the last interview.

In April 1985 BJS released findings that showed a continued downturn in victimization rates in 1984, to the lowest level in the 12-year history of the NCS.

In fiscal 1985 BJS released, for the fifth year, an NCS indicator that measures the proportion of American households touched by crime, *Households touched by crime, 1984* (BJS Bulletin, June 1985). This indicator has revealed that victimization by crime is one of the most common negative life events that a family can suffer. A total of nine reports on criminal victimization were produced in fiscal 1985, including serveral technical and final (detailed findings) reports.

Source: *Bureau of Justice Statistics, Annual Report Fiscal 1985*

BJS reports on . . .

Corrections

Few aspects of criminal justice have been the subject of more intense debate over the past several years than that of corrections policy. The growth in prison populations during this decade has led to increased demands on correctional resources.

The BJS corrections statistics program provides systematic data on correctional populations and agency workloads covering probation, local jails, state and federal prisons, parole, and persons under sentence of death.

The National Probation Reports series provides annual data, by state, on the number of admissions to probation supervision and the yearend total of persons under such supervision. The Uniform Parole Reports Program, begun in 1965, provides data on the populations and characteristics of persons admitted to and released from parole supervision. This program also gathers information from states annually on legislative and administrative changes likely to affect the length of sentences and the time served in correctional institutions.

During fiscal 1985—

- The Census of State Prisons was conducted, covering 922 state-operated correctional facilities. The census covered such topics as facility operations, density and occupancy rates by facility, staffing, expenditures, disorders, and court orders.
- The Survey of State Prison Inmates was pretested. Fielded in early 1986, this survey interviewed 15,000 inmates on criminal history, demographic characteristics, drug and alcohol use, and so on.

Correctional populations

More than 1.5% of the adult U.S. population is under some form of correctional supervision on a given day:

Probation	1,711,190	64%
Parole	268,515	10
Prison	463,866	17
Jail	233,018	8
Total	2,676,589	100

The number of persons under each type of correctional supervision is at an all-time high:

- The nation's adult probation population increased by 8% (nearly 128,000 persons) in 1984.
- The parole population increased by 9% (more than 22,000 persons) in 1984.
- The prison population grew by more than 6% during 1984, adding 26,618 more prisoners.
- Local jail populations including both convicted and unconvicted inmates increased by more than 45% between 1978 and 1984, rising from 76 to 99 jail inmates per 100,000 U.S. residents.

Twice as many persons are under correctional supervision as are employed by the entire criminal justice system.

Three quarters of those under correctional supervision are in the community (probation or parole); one quarter are incarcerated (prison or jail).

Based on current incarceration rates, an estimated 3% to 5% of the males born in the United States today are likely to serve a sentence in an adult state prison during some time in their lives.

In 1979, 95% of prison inmates were either convicted violent offenders or had been previously convicted of a crime.

About half of the 223,551 local jail inmates in 1983 were awaiting or on trial. The other half were convicted offenders who will either serve their sentence in jail (usually for less than 1 year) or will be transferred to a state prison.

Crowding

The number of prisoners under the jurisdiction of federal and state correctional authorities at yearend 1985 reached a record 503,601. The states and the District of Columbia added 33,074 prisoners, the federal system, 5,960. The increase for 1985 brings total growth in the prison population since 1977 to more than 203,000 inmates—an increase of 68%.

Most jurisdictions are operating above capacity. Generally, prisons require reserve capacity in order to operate efficiently. Confinement units need to be maintained and repaired periodically, housing space is needed to accomodate protective custody and disciplinary cases, and space may be needed to cope with emergencies. At the end of 1985, few states had any reserve capacity. Only nine states were operating below 95% of their highest capacity. Forty jurisdictions and the federal prison system reported operating at approximately 100% or more of their lowest capacity; 34 of these held populations that met or exceeded their highest capacities. Three states exceeded their highest capacity by more than 50%.

States have employed many methods to alleviate crowding. Construction of permanent and temporary facilities, backups in local jails, double-bunking, intensive community supervision programs, early paroles, and sentence rollbacks have all been used to make room for new inmates.

An increase of more than 39,000 prisoners during 1985 brought the number of inmates in state and federal prisons to more than half a million, an all-time record.

Based on the average of highest and lowest capacities reported, since 1978 state prison systems have added approximately 165,000 beds, producing an increase in capacity of nearly two-thirds over the 7-year period.

During 1985, 19 states reported the early release of a total of 18,617 inmates because of prison crowding. About two-thirds of these early releases occured in three states—Georgia, Florida and Tennessee. Michigan, which reported nearly 4,000 early releases in both 1983 and 1984, reported none in 1985.

No single indicator can determine the exact magnitude of crowding in a particular jurisdiction. Jail backups, early releases, and populations in excess of capacity, taken together, are indicative of the extent of crowding. Twenty-nine of the 52 jurisdictions reported jail backups or early releases because of crowding during 1985; nine of the 29 reported using both measures.

Change in State and Federal Prison Populations 1977 - 1985

Year	Number of Inmates	Annual Percent Change	Total Percent Change since 1977
1977	300,024		
1978	307,276	2.4%	2.4%
1979	314,457	2.3	4.8
1980	329,821	4.9	9.9
1981	369,930	12.2	23.3
1982	413,806	11.9	37.9
1983	437,248	5.7	45.7
1984	464,567	6.2	54.8
1985	503,601	8.4	67.9

Note: All counts are for December 31 of each year and may differ from previously reported numbers because of revision.

Source: *Bureau of Justice Statistics Prisoners in 1985*

BJS reports on . . .

Recidivism and career criminals

Few issues in criminal justice have drawn as much attention as the impact of recidivism on public safety and the implications of this issue for sentencing policy. Career criminal programs and mandatory or enhanced sentences for repeat offenders are examples of policies designed to reduce the threat recidivists pose to society. During fiscal 1985, two BJS reports presented important new findings relevant to the contemporary debate on recidivism.

The first of these reports, *Returning to prison* (BJS Special Report, November 1984), was based on special data supplied by state authorities in 14 States (Colorado, Georgia, Iowa, Massachusetts, Minnesota, Mississippi, Nebraska, New York, North Carolina, Oklahoma, Oregon, Rhode Island, Washington, and Wisconsin). These states made available followup data on prison releasees for periods ranging from 1 to 18 years.

The second report, *Examining recidivism* (BJS Special Report, February 1985), used self-reported data from incarcerated offenders on their prior convictions and incarcerations. Of the persons entering a state prison in 1979—

- almost 84% had a record of prior convictions, including 61% who had been previously incarcerated as an adult, a juvenile, or both
- about 28% had five or more prior convictions for criminal offenses
- at the time of their admission, 40% were either on parole or probation for prior offenses
- about 28% would still have been incarcerated for earlier crimes if they had served the maximum term imposed by the court on their prior sentence to confinement.

About half of those who are released from state prisons will return within 20 years, and 60% of these repeaters will be back by the end of the third year. Recidivists entering prison for robbery, burglary, or auto theft return to prison more rapidly than those who entered for other crimes.

With some exceptions, the highest risk of returning to prison occurs during the second half of the first release year.

The greater the amount of time a former prisoner remains in the community without reincarceration beyond the first year, the less is the likelihood that he or she will return to prison.

Estimated rates of recidivism from adult state prisons in the United States based on 1973 and 1979 prison data; total state prisoners by sex and race.

	Percent of 1st-timers expected to return to prison to serve a 2nd sentence	Percent of 2nd-timers expected to return to prison to serve a 3rd sentence	Percent of 3rd-timers expected to return to prison to serve a 4th sentence
Prisoners			
1973			
Total*	38%	40%	53%
Male*	40	41	55
White	41	38	53
Black	41	44	56
Female*	15	**	**
White	**	**	**
Black	**	**	**
1979			
Total*	29%	46%	42%
Male*	30	47	43
White	28	47	49
Black	35	47	36
Female*	17	36	**
White	18	35	**
Black	18	37	**

NOTE: *Includes prisoners of all other races.
**Estimate not shown because it is based on 10 or fewer sample cases.
Estimates applicable to all other races are not shown separately because of known inconsistencies between census and survey procedures for designating the other races.

ACA OVERVIEW

The American Correctional Association (ACA) was founded in 1870 as the National Prison Association, later called the American Prison Association. The first Congress was convened that year in Cincinnati, Ohio, where then Ohio governor and future U.S. President Rutherford B. Hayes was elected first president of the Association. The Congress adopted the far-reaching Declaration of Principles that still stands as a progressive document of correctional goals.

In 1954, reflecting the expanding philosophy of the field and the Association's broadening role, the name of the American Prison Association was changed to the American Correctional Association.

For more than a century the American Correctional Association has made a continued appraisal of its role as the national forum in the field of crime prevention and correction in order to insure that its efforts are geared to the social needs and the knowledge of the times. The *Proceedings* of the more than one hundred Congresses offer dramatic evidence of this activity.

Working toward a unified voice in correctional policy, the ACA has been actively involved in developing a national correctional philosophy; designing and implementing standards for correctional services and methods for measuring compliance; and providing publications, training and technical assistance.

The Association headquarters in College Park, Maryland is staffed by over seventy-five men and women dedicated to serving the membership of the Association. The ACA has maintained an average annual operating budget of 2.5 million dollars during the past two years. This budget is supported primarily by membership dues from individuals, correctional institutions and agencies.

Additional income to support various programs and activities is derived from the sale of publications, advertising, exhibit space, registration fees at meetings, contract consultation services, training, technical assistance and contributions.

The ACA structure is somewhat similar to a large federation. Instead of comprising divisions of service, the Association is made up of affiliate organizations and chapters comprising 64 different groups representing the entire spectrum of correctional programming.

Each affiliate or chapter is organized with its own constitution and bylaws, and each performs a valuable service in a specific area. Affiliates and chapters are voted into the Association by the Board of Governors after having met criteria established by the Board.

Affiliates and chapters contribute to the total policy development of the Association through their appointed members of the Delegate Assembly. The number of delegates representing each affiliate and chapter is directly related to the number of members each has in the ACA.

The ACA has four regional and 39 professional affiliates. Dual membership, the third category, is available in 21 states where membership is provided in both ACA and the state chapters.

CODE OF ETHICS

The American Correctional Association expects of its members unfailing honesty, respect for the dignity and individuality of human beings, and a commitment to professional and compassionate service. To this end we subscribe to the following principles.

Relationships with clients/colleagues/other professions/the public—

- Members will respect and protect the civil and legal rights of all clients.
- Members will serve each case with appropriate concern for the client's welfare and with no purpose of personal gain.
- Relationships with colleagues will be of such character to promote mutual respect within the profession and improvement of its quality of service.
- Statements critical of colleagues or their agencies will be made only as these are verifiable and constructive in purpose.
- Members will respect the importance of all elements of the criminal justice system and cultivate a professional cooperation with each segment.
- Subject to the client's rights of privacy, members will respect the public's right to know, and will share information with the public with openness and candor.
- Members will respect and protect the right of the public to be safeguarded from criminal activity.

Professional conduct/practices—

- No member will use his or her official position to secure special privileges or advantages.
- No member, while acting in an official capacity, will allow personal interest to impair objectivity in the performance of duty.
- No member will use his or her official position to promote any partisan political purposes.
- No member will accept any gift or favor of such nature to imply an obligation that is inconsistent with the free and objective exercise of professional responsibilities.
- In any public statement, members will clearly distinguish between those that are personal views and those that are statements and positions on behalf of an agency.
- Members will be diligent in their responsibility to record and make available for review any and all case information which could contribute to sound decisions affecting a client or the public safety.
- Each member will report, without reservation, any corrupt or unethical behavior which could affect either a client or the integrity of the organization.
- Members will not discriminate against any client, employee, or prospective employee on the basis of race, sex, creed, or national origin.
- Members will maintain the integrity of private information; they will neither seek personal data beyond that needed to perform their responsibilities, nor reveal case information to anyone not having proper professional use for such.
- Any member who is responsible for agency personnel actions will make all appointments, promotions, or dismissals only on the basis of merit and not in furtherance of partisan political interests.

(Adopted August 1975 at the 105th Congress of Correction)